SUSTAINABILITY AT THE HEART OF OUR PORTS

SUSTAINABILITY REPORT 2024

HUTCHISONPORTS
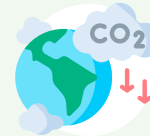
INSIDE THIS REPORT

01
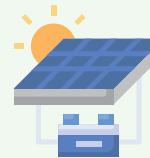## INTRODUCTION

HIGHLIGHTS

OUR ENVIRONMENT

-17%
in Scope 1 & 2 emissions, compared to 2021 baseline

-6.4%
in CO$_2$ intensity, compared to 2023

-6.3%
in diesel consumption per TEU, compared to 2023

+136%
in solar power generation, compared to 2023

OUR BUSINESS

Entering into a new era of Autonomous Truck (AT) centric operations with global roll-out in five countries

Battery Swapping Station (BSS) implemented in Egypt

Early access to the improved features of Veronica was provided to BUs in Mexico and Pakistan

veronica

OUR PEOPLE

Extend Yard Surveillance Service (YSS) coverage for safety enhancement in Egypt, Korea, Mexico, Pakistan and Thailand

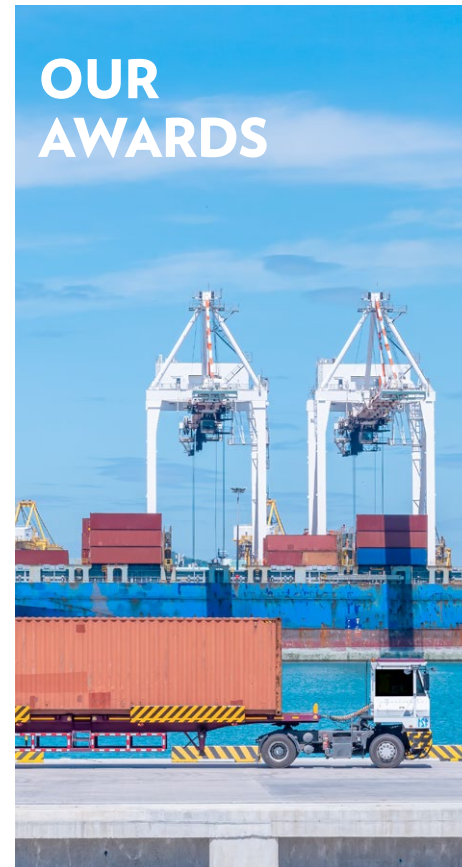GLOBAL CONNECT

Over 1,600 participants in Global Connect

Go Green & DOCK School

+62% in tree planting, compared to 2023

Planted **16,000 trees** and interacted with **2,000 students** under Go Green X Dock School campaign

OUR AWARDS

Hutchison Ports BEST (Spain) received Lean and Green award for outstanding emissions reduction

Hutchison Ports SITV (Vietnam) received Certificate of Merit award for taking good care of union members and employees

Hutchison Ports United Kingdom is committed to the Disability Confident Scheme

Foreword

CLEMENCE CHENG
Managing Director Europe
Co-chair,
Group Sustainability Committee

STEPHEN ASHWORTH
Managing Director South East Asia
Co-chair,
Group Sustainability Committee

In 2024, we continued to make considerable progress towards achieving our ultimate goal of being a sustainable, best-in-class global port operator. Indeed, we have made great strides towards achieving our overall objectives by reaching key milestones under each of our three sustainability pillars namely, "Our environment," "Our people" and "Our business."

You will note that the theme of this report is very much focused on taking responsibility in order to meet the expectations of our various stakeholders and to manage the increasing scrutiny that we face in terms of additional external reporting and regulatory requirements. Our report this year, for instance, includes some detail on how we are preparing to comply with both the Hong Kong Stock Exchange's and the EU's Corporate Sustainability Reporting Directive's more stringent reporting requirements on sustainability matters.

Our environmental pillar remains a key driver of our overall sustainability journey and in this regard, our total emissions continue to reduce in line with our Science Based Technology Initiative (SBTi) target of achieving a 54.6 per cent reduction in scope 1 and 2 emissions by 2033 compared to a 2021 baseline. Indeed, by the end of 2024, our total emissions have already been reduced by approximately 17 per cent compared to 2021.

To this end, our terminals around the world will continue to adhere to the committee's directive of only purchasing equipment that is powered by electricity and where feasible, terminals operating in certain countries are purchasing electricity produced by renewable sources in order to help reduce scope 2 emissions.

In addition, we have modified our approach towards the management of our supply chain by refining the way we engage with our suppliers to further determine how they measure and control their own emissions, and to mitigate the risks associated with the supply chain from a full environmental, social and governance (ESG) perspective. Equally, many of our shipping line customers also continue to engage with us in order to better understand our decarbonisation journey as part of their own terminal selection and performance measurement process.

The responsibility theme is also central to our people's pillar and there continues to be much focus on workplace health and safety and employee well-being. The committee attaches immense importance towards ensuring that Hutchison Ports remains a safe, inclusive, diverse and above all, fun place to work. This means "getting the best" out of our colleagues in a fair and transparent manner.

2024 also saw many of our terminals engaging more with their local stakeholders and there are many fun and exciting examples of local community engagement initiatives in this year's report. Our long-established Dock School remains the core of our community outreach programme in which our colleagues provide support and assistance to nearby local schools which may be facing challenges.

Equally, our colleagues continue to be regularly active with our "Go Green" initiatives by supporting various environmental campaigns such as tree planting and waste recycling. During 2024, we introduced the "Our Oceans Project" – in collaboration with World Wide Fund for Nature (WWF) – by helping to minimise the negative impact on our oceans by carrying out such activities as coral restoration and mangrove planting.

We hope that you enjoy reading the report. As Co-Chairs of the Group Sustainability Committee, it has been a most rewarding and satisfying experience to witness the significant progress we have made on our sustainability journey since the committee was established in 2019. Through the dedication and hard work of our fellow committee members and all of our colleagues, we are very proud to have witnessed the many significant accomplishments under each of our sustainability pillars.

Of course, there is much more that needs to be done but we have every confidence that even given the increasingly uncertain world that we live in right now, our committee will remain focused on managing our business and our people in a safe and sustainable manner.

CLEMENCE CHENG   **STEPHEN ASHWORTH**

Co-chairs, Group Sustainability Committee
30 June 2025

1.1 HUTCHISON PORTS

1.1.1 OUR REPORT

Hutchison Port Holdings Limited (Hutchison Ports), a leading global port operator and logistics service provider, is pleased to present its fifth annual sustainability report. This publication reflects the Group's ongoing commitment to be the *preferred partner for a sustainable supply chain*, in alignment with its broader sustainability strategy.

The central theme of this year's report is responsibility. Through a series of examples and case studies, the report illustrates Hutchison Ports' accountability in managing its operational impact on society and the environment. The Group remains dedicated to minimising this impact by continuously integrating advanced technologies and implementing mitigation measures that enhance resilience against the projected effects of climate change.

Hutchison Ports' Environmental, Social, and Governance (ESG) approach is built upon three core pillars: **Our Environment**, **Our People**, and **Our Business**. This report outlines the latest progress made across initiatives developed under these pillars, reaffirming the Group's commitment to sustainable growth and responsible operations.

CONTACT AND FEEDBACK:

We welcome your feedback and suggestions; email us at: **SSE@hutchisonports.com**

REPORTING PERIOD & SCOPE

This report covers Hutchison Ports' sustainability performance from 1 January to 31 December 2024. During the reporting period, the Group operated 53 ports across 24 countries. The scope includes Business Units (BUs) under operational control, with Greenhouse gas (GHG) emissions consolidated in accordance with the Greenhouse Gas Protocol.

REPORTING FRAMEWORKS

This sustainability report is aligned with leading global ESG frameworks, including the Task Force on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative (GRI), and the United Nations Sustainable Development Goals (UNSDGs). It also takes reference to the Environmental, Social, and Governance Code issued by The Stock Exchange of Hong Kong Limited (HKEX). In 2024, Hutchison Ports strengthened its disclosures to meet upcoming European Union requirements, including a GRI gap analysis and a double materiality assessment under the Corporate Sustainability Reporting Directive (CSRD). The report reflects these findings and prepares for future regulatory requirements.

OUR COMMITMENT

OUR ENVIRONMENT

Hutchison Ports is dedicated to protecting and preserving the environment. The Group is committed to minimising its environmental impact and promoting sustainable practices within its operations.

Decarbonisation has been identified as one of the key strategies. Efforts at both the Group and BUs levels are detailed, showcasing roadmaps and progress against the near-term and net-zero targets that have been approved by the Science Based Targets initiative (SBTi).

OUR PEOPLE

At Hutchison Ports, employees are regarded as the most valuable asset. Ensuring a safe, healthy, and caring workplace is essential for continued growth and prosperity. The Group continues to drive progress in employee development through targeted strategies, with key initiatives highlighted in this report.

From a safety perspective, Hutchison Ports is dedicated to making the terminals a safe place to work, ensuring that everyone goes home safely. Progress related to safety initiatives has been documented, alongside a detailed overview of the employee wellness programme. This report outlines our advancements in safety initiatives and provides insights into our employee wellness efforts, including the BEWELL program and the Go Green & Dock School community campaign.

OUR BUSINESS

At Hutchison Ports, sustainable business practices have been integrated with broader performance objectives to ensure long-term value creation. Governance and ethical business management have been emphasised as key material topics across the Group. A structured approach to human rights, labour standards, and community engagement has been established as a foundational element of operational strategy.

Within the business pillar, advancements in technological innovation and transitions across port operations have been documented and presented in the report, reflecting the Group's ongoing commitment to progress and accountability.

1.1 HUTCHISON PORTS

1.1.2 OUR RESPONSIBILITIES

HUTCHISON PORTS OPERATIONS

Hutchison Ports is the world's leading port investor, developer and operator. It operates 53 ports in 24 countries across Asia, the Middle East, Europe, Africa, the Americas and Australasia. The company is a subsidiary of CK Hutchison Holdings Limited (CKHH), a multinational conglomerate based in Hong Kong.

Strategic Port Locations

Hutchison Ports operates a global network of strategically located ports across key trade routes, including ports in Asia, Europe, the Middle East, and the Americas. This extensive footprint enables efficient, reliable logistics solutions that support seamless global supply chains.

The Group remains focused on strategic growth and infrastructure enhancement. Looking forward, Hutchison Ports is committed to expanding into high-potential trade corridors, upgrading port infrastructure, and cultivating strategic partnerships with shipping lines, government bodies, and technology partners.

In pursuit of operational excellence, the company is actively exploring smart port initiatives, incorporating automation and robotics to enhance productivity and reduce turnaround times. By embracing technological innovation and sustainable practices, Hutchison Ports reinforces its position as a global leader in port operations, ensuring long-term resilience and competitiveness in an evolving maritime landscape.
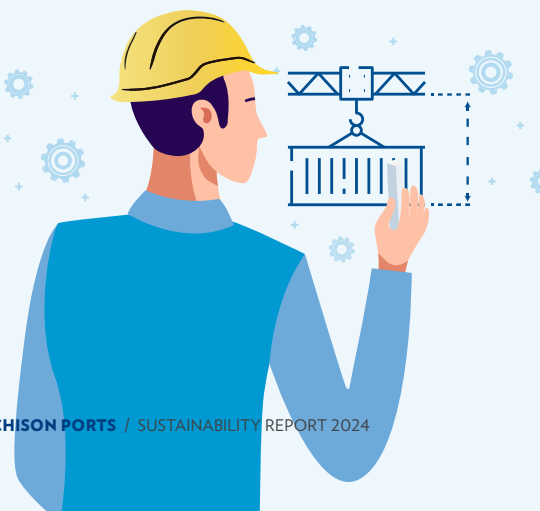
Employees

With a global workforce of over 18,000, Hutchison Ports is dedicated to ensuring a safe and healthy working environment. The company places high value on its people, fostering a culture of collaboration, innovation, and excellence.

Volume of Containers Handled

Hutchison Ports is one of the world's largest container terminal operators, handling over 87 million TEUs (twenty-foot equivalent units) in 2024 which equates to approximately 10 per cent of marine traffic handled. The company's state-of-the-art equipment, technology, and infrastructure enable it to efficiently handle large volumes of cargo, making it a trusted partner for businesses worldwide.

Technological Advancement

Hutchison Ports is at the forefront of innovation in the port industry, continuously investing in advanced technologies to enhance operational efficiency, elevate customer experience, and reduce environmental impact. Through the integration of automation, robotics, artificial intelligence (AI), and digital solutions, the company achieves faster turnaround times, increased productivity, and improved safety and security across its operations.

This commitment to innovation and sustainability underscores Hutchison Ports' leadership in the sector.

HUTCHISON PORTS VALUES

At Hutchison Ports, our UNITY values, emphasising excellence, integrity, and strong partnerships, are embedded in every aspect of our daily operations. These values serve as the foundation of our sustainable development efforts, guiding our decisions and actions across the Group. We firmly believe that our long-term success is intrinsically linked to the health of the environment, the well-being of our employees and the prosperity of the communities in which we operate.

Our sustainability strategy is structured around three key pillars: Our Environment, Our People, and Our Business. We are firmly committed to environmental sustainability by actively reducing our carbon footprint, decarbonising operations, managing waste and water resources efficiently, and protecting biodiversity at our terminals. In terms of people sustainability, we strive to maintain a safe and healthy workplace, promote diversity and inclusion (D&I), and support the well-being of the communities we serve. To ensure long-term business sustainability, we focus on driving innovation, investing in our people and infrastructure, and creating lasting value for all our stakeholders.

U	N	I	T	Y
UNRIVALED STANDARDS	NETWORK STRENGTH	INFORMED DECISIONS	TRUSTED AND HONEST	YOUR PARTNERS

THE WORLD'S LEADING PORT NETWORK

87.5 M TEU

293 OPERATIONAL BERTHS

**10%** OF CONTAINERISED MARINE TRAFFIC

OUR PORTS NETWORK

EUROPE

With our early and significant presence in Europe, we began to expand our portfolio within the region to operate the world's first automated terminal in the Netherlands, followed by introducing the Group's first environmentally friendly semi-automated terminal in Barcelona, Spain.

- **BELGIUM**
  Willebroek

- **GERMANY**
  Duisburg

- **POLAND**
  Gdynia

- **SPAIN**
  Barcelona

- **SWEDEN**
  Stockholm

- **THE NETHERLANDS**
  Amsterdam
  Moerdijk
  Rotterdam
  Venlo

- **UNITED KINGDOM**
  Felixstowe
  Harwich
  London Thamesport

THE WORLD OF HUTCHISON PORTS
53 PORTS IN 24 COUNTRIES
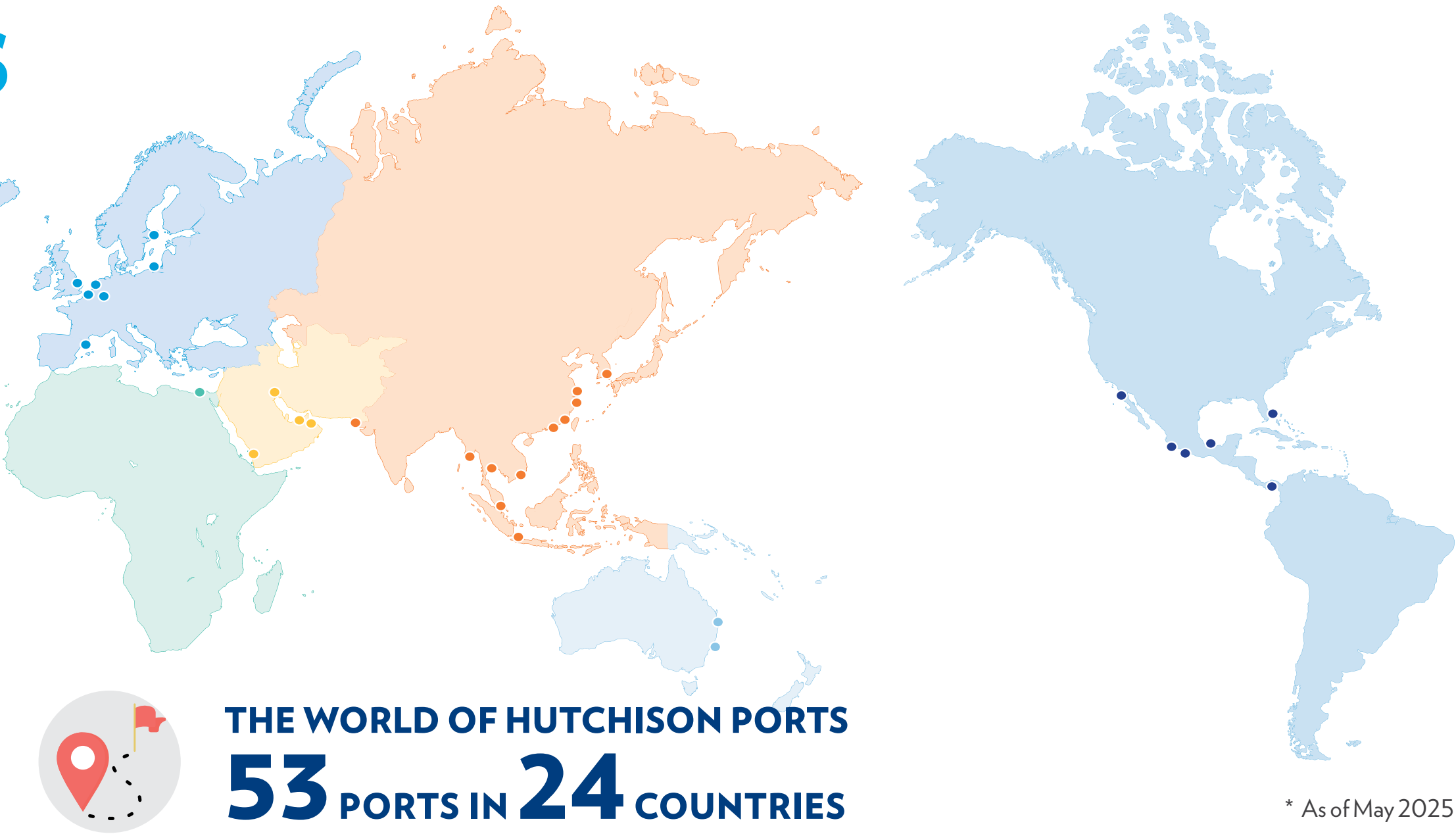
* As of May 2025

MIDDLE EAST / AFRICA

Hutchison Ports is located in a number of growing and emerging markets in the Middle East and Africa.

- **IRAQ**
  Basra

- **OMAN**
  Sohar

- **SAUDI ARABIA**
  Jazan

- **UNITED ARAB EMIRATES**
  Ajman
  Ras Al Khaimah
  Umm Al Quwain

- **EGYPT**
  Alexandria
  El Dekheila
  Abu Qir
  Ain Sokhna
  B100

ASIA / AUSTRALASIA

Hutchison Ports has its heaviest concentration of terminals across North and South-East Asia. These have developed over the years in tune with shifting manufacturing bases and growing infrastructure.

- **MAINLAND CHINA**
  Huizhou
  Jiangmen
  Nanhai
  Ningbo
  Shanghai
  Shenzhen
  Xiamen

- **MALAYSIA**
  Port Klang

- **HONG KONG, CHINA**
  Kwai Tsing
  Tuen Mun

- **INDONESIA**
  Jakarta

- **MYANMAR**
  Thilawa

- **PAKISTAN**
  Karachi

- **SOUTH KOREA**
  Busan
  Gwangyang

- **THAILAND**
  Laem Chabang

- **VIETNAM**
  Ba Ria Vung Tau

- **AUSTRALIA**
  Brisbane
  Sydney

THE AMERICAS

Hutchison Ports' Americas division has its highest concentration of terminals in Mexico where it offers a wide range of diverse operations handling for a variety of cargo and vessel types.

- **THE BAHAMAS**
  Freeport

- **PANAMA**
  Balboa
  Cristobal

- **MEXICO**
  Ensenada
  Lazaro Cardenas
  Manzanillo
  Veracruz
  Hidalgo

Further information can be found at:
https://hutchisonports.com/en/index.html

02
OUR ESG APPROACH
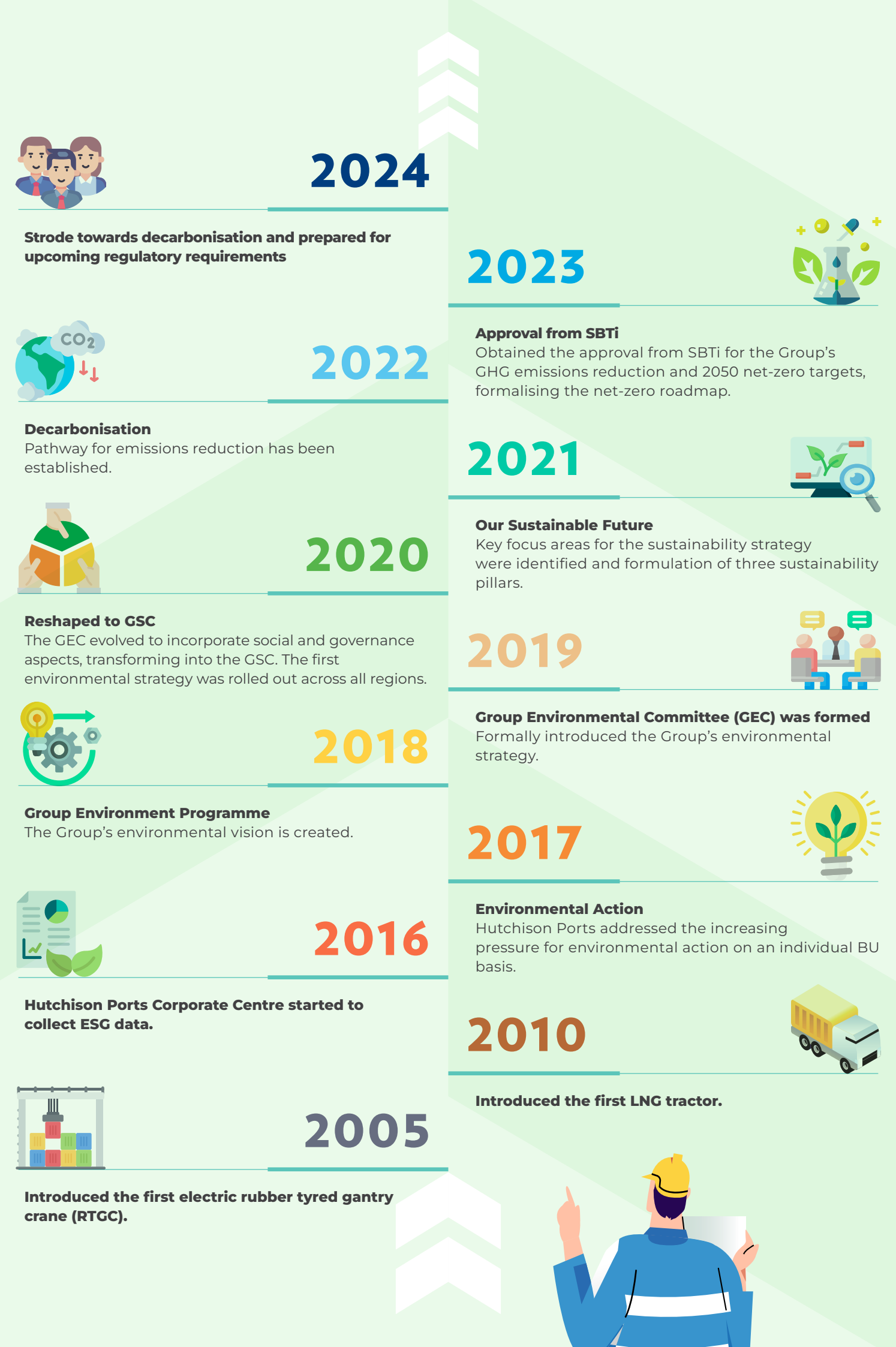
2.1 ESG STRATEGY

2.1.1 PATHWAY TO SUSTAINABLE GROWTH

TRANSITION

Over the past two decades, Hutchison Ports has demonstrated consistent and purposeful advancement in the realm of ESG. The Group is actively progressing in its strategic transition, underpinned by a clear ambition to establish itself as the preferred partner in fostering a sustainable global supply chain.

In 2024, Hutchison Ports continued to implement its decarbonisation roadmap, thereby reinforcing its competitive positioning in an increasingly dynamic market environment and enhancing its operational resilience in anticipation of future climate-related impacts.

In preparation for emerging sustainability reporting regulations, the Group has initiated a comprehensive review of its environmental and societal footprint. This process includes a detailed assessment of potential risks to enterprise value, ensuring alignment with evolving regulatory and stakeholder expectations. By critically examining its role within the broader maritime value chain, Hutchison Ports is not only identifying potential risks but also uncovering opportunities. These insights are being integrated into business planning, risk management, and long-term strategic decision-making to ensure long-term sustainability and value creation.

2024
Strode towards decarbonisation and prepared for upcoming regulatory requirements

2023
Approval from SBTi
Obtained the approval from SBTi for the Group's GHG emissions reduction and 2050 net-zero targets, formalising the net-zero roadmap.

2022
Decarbonisation
Pathway for emissions reduction has been established.

2021
Our Sustainable Future
Key focus areas for the sustainability strategy were identified and formulation of three sustainability pillars.

2020
Reshaped to GSC
The GEC evolved to incorporate social and governance aspects, transforming into the GSC. The first environmental strategy was rolled out across all regions.

2019
Group Environmental Committee (GEC) was formed
Formally introduced the Group's environmental strategy.

2018
Group Environment Programme
The Group's environmental vision is created.

2017
Environmental Action
Hutchison Ports addressed the increasing pressure for environmental action on an individual BU basis.

2016
Hutchison Ports Corporate Centre started to collect ESG data.

2010
Introduced the first LNG tractor.

2005
Introduced the first electric rubber tyred gantry crane (RTGC).

FOUNDATION

The ESG foundation is a framework that guides organisations in integrating sustainability into their operations. It focuses on minimising environmental impact, fostering positive social relationships, and ensuring robust governance structures.

Following the completion of the gap assessment, the future strategy will be refined based on the insights and findings derived from the assessment.

OUR ENVIRONMENT

Committed to protecting the environment, Hutchison Ports pursues mitigation of operational impacts. While utilising new technologies we strive for long-term decarbonisation in line with net-zero emissions targets.

OUR PEOPLE

Procuring talent and nurturing it is at the heart of our people strategy. Ensuring fair and equitable places of work while being in harmony within the communities in which we reside is the vision.

OUR BUSINESS

Being the preferred partner of a sustainable supply chain pushes Hutchison Ports to adopt the newest technologies, harness the strictest targets and employ the greatest people.

2.1 ESG STRATEGY
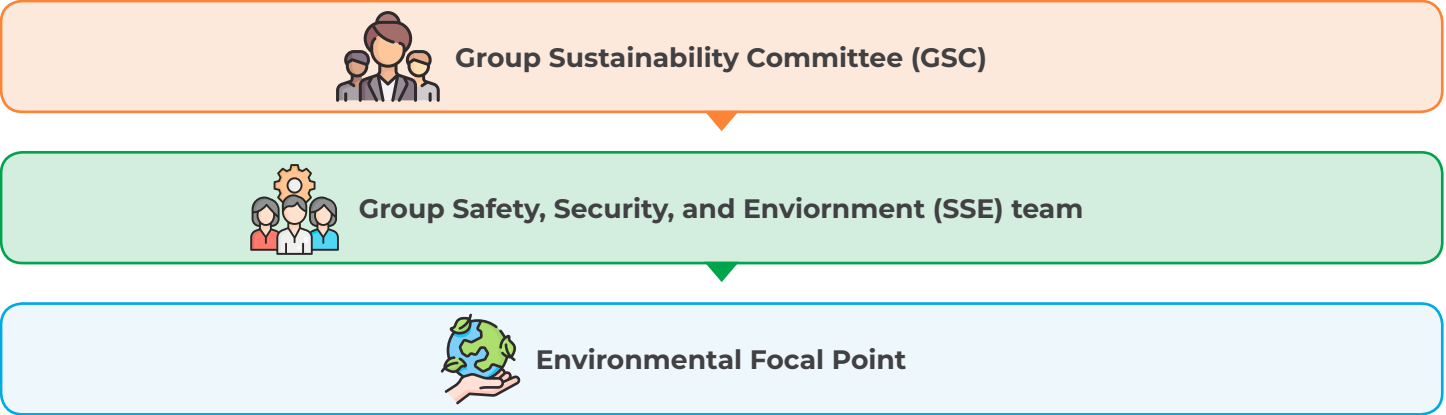
2.1.2 GOVERNANCE

GROUP SUSTAINABILITY COMMITTEE

At Hutchison Ports, the Group Sustainability Committee (GSC) holds primary responsibility for steering the transition and integrating material sustainability topics across the operations. Established in 2019, the GSC is co-chaired by two Divisional Managing Directors and comprises senior leaders representing a broad range of geographies and functional areas. The GSC plays a central role in formulating, overseeing, and executing the Group's sustainability strategies and initiatives. It convenes quarterly to review progress against key performance indicators (KPIs), evaluate emerging initiatives, and monitor developments in the global regulatory landscape to ensure continued alignment with best practices and compliance requirements.

SUSTAINABILITY COMMITTEE
ORGANISATION CHART

CLEMENCE CHENG
Chairperson

STEPHEN ASHWORTH
Chairperson

COMMITTEE MEMBER

Group
Engineering Director

Group Human
Resources Director

Group
Operations Director

Director –
Corporate Finance

Group General
Counsel & Corporate
Development Director

Managing Director
MEA Division

Head of
Group Corporate Affairs

Director –
Safety, Security &
Environment

COO,
Hutchison Ports Mexico

Director,
Hutchison Ports HIT &
Hutchison Ports YANTIAN

SAFETY, SECURITY & ENVIRONMENT TEAM

The GSC is support by the Group Safety, Security, and Environment (SSE) team, which drives implementation, monitors progress, and supports BUs in achieving the climate transition plan. The Group SSE team is responsible for data collection, analysis, and reporting to the Group's ultimate parent company, CKHH.

At the BU level, each terminal has an Environmental Focal Point responsible for site-level environmental compliance, permitting, and national reporting. The Group SSE team acts as a crucial link between the GSC and BUs, ensuring alignment and continuous improvement of sustainability strategies.

Group Sustainability Committee (GSC)

Group Safety, Security, and Enviornment (SSE) team

Environmental Focal Point

DATA GOVERNANCE

The Group employs a structured approach to ESG data collection and analysis, primarily through a centralised Environmental Information System (EIS). This global platform connects BUs to the Group SSE team, enabling the aggregation of data related to energy consumption, emissions, waste, water usage, and supplementary environmental metrics for reporting purposes. Monthly internal reporting via the EIS facilitates continuous monitoring and data assurance. To uphold data integrity and accuracy, the Group SSE team collaborates closely with relevant BUs.

STRATEGY IMPLEMENTATION

Hutchison Ports' Corporate Centre in Hong Kong is certified under ISO 14001 for Environmental Management System and ISO 45001 for Occupational Health and Safety System, reflecting the Group's commitment to sustainable and safe operations. To support compliance and continuous improvement, a two-day internal auditor training was conducted by an accredited external trainer, equipping departmental representatives with the necessary auditing competencies.

Currently, 21 BUs have adopted ISO 14001:2015 and 14 BUs are ISO 45001 certified. All BUs operate in accordance with the Group's Environment and Sustainability Policies and other ESG-related policies, as detailed in   . Key initiatives and components of the Group's broader sustainability strategy are also communicated through mass communication sessions, targeted workshops, and awareness training at the BU level.

2.1 ESG STRATEGY

2.1.3 UNSDGs MAPPING

At Hutchison Ports, our ESG strategy is structured around clearly defined elements, each supported by specific targets, metrics, or indicators. We aligned our internal targets with progress towards the UNSDGs.

The UNSDGs, established in 2015, provide a global framework aimed at addressing the world's most pressing environmental, social, and economic challenges to achieve a sustainable future for all. By aligning our initiatives with these goals, Hutchison Ports reinforces its commitment to global sustainability standards and contributes to collective international progress.

Of the 17 UNSDGs, we are currently tracking and implementing strategies for 12 UNSDGs, ensuring that our operations are aligned with measurable global sustainability outcomes. This alignment not only strengthens our ESG performance but also enhances transparency and accountability in our sustainability journey.

UNSDGs	APPLICATION OF THE UNSDGS	
OUR ENVIRONMENT		
DMA Materiality Influence	**UNSDG Background**	**Key Progress**
▶ Climate Change Adaption ▶ Climate Change Mitigation ▶ Energy	**Goal 7** - Ensure access to affordable, reliable, sustainable, and modern energy for all.	• Reduced reliance on public power utilities by installing renewable energy sources, such as solar panels. • Installed mobile shore power for vessels to connect to shoreside electricity powered by renewable energy. • Continued to develop onsite power generation from renewables. • Purchased Energy Attributed Certificates.
▶ Climate Change Adaption ▶ Energy ▶ Resource Inflows, Including Resource Use	**Goal 9** - Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	• Incorporated sustainable innovation and autonomous technologies into terminal design and development. • Invested heavily in existing terminals to enhance efficiencies and reduce environmental impact such as sourcing renewable electricity and employing a circular economy. • Continued to look at new technologies including progressing rollout of new TOS and autonomous vehicles. • Ensure new terminal constructions follow comprehensive ESIAs and associated permitting.

UNSDGs	APPLICATION OF THE UNSDGS	
OUR ENVIRONMENT (CONT'D.)		
DMA Materiality Influence	**UNSDG Background**	**Key Progress**
▶ Climate Change Adaption ▶ Climate Change Mitigation ▶ Energy	**Goal 13** - Take urgent action to combat climate change and its impacts.	• GHG emissions reduction targets and 2050 net-zero targets were successfully validated by the SBTi. • Enhanced scope 3 reporting with additional online tools and details. • Progressively converting diesel-powered fleet/equipment to electric, while at the same time incrementally incorporating renewable electricity into the business. • Decarbonisation plans generated at a BU level. • Increase of EIS Scope and Data capture to include new attributes associated with new reporting metrics.
▶ Water ▶ Waste Management	**Goal 14** - Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.	• Enhanced partnership with other port terminals as well as shipping lines to ensure minimal impact on the ocean. • Strict adherence to the protocols and permit requirements under the environmental impact assessment regime where it applies to terminals. • Waste management standard in place. • Local Group Corporate affairs activities as part of wider partnerships.
▶ Biodiversity (as advanced at a BU level) ▶ Pollution of Air	**Goal 15** - Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	• Organised various Go Green tree planting campaigns. • Volunteer campaigns continue to focus on community and beach clean-up operations. • Launched measures that will improve local air quality monitoring and control at port sites. • Entered into a long-term partnership with the WWF.

2.1 ESG STRATEGY

UNSDGs	APPLICATION OF THE UNSDGS	
OUR PEOPLE		
DMA Materiality Influence	**UNSDG Background**	**Key Progress**
▶ Working Conditions ▶ Equal Treatment And Opportunities For All ▶ Other Worker-Related Rights ▶ Corporate Culture	**Goal 3** - Ensure healthy lives and promote well-being for all at all ages.	• ISO 45001 (Occupational Health and Safety) certified and audited. • Update of the Global Minimum Safety Standards (GMSS). • Promoted physical, mental, and emotional well-being through the BEWELL initiatives in the workplace including regular health screenings, access to health resources, vaccination programmes and first aid training.
▶ Equal Treatment And Opportunities For All ▶ Other Worker-Related Rights ▶ Corporate Culture	**Goal 4** - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	• Provided supporting to schools via the Dock School programme inclusive of building repairs, materials for learning and learning days out for children in local communities. • Implemented a scholarship programme for adolescents and trained internships in partnerships with universities. • Rolled out the Climate Fresk initiative to educate communities and employees on climate change. • Global connect endeavours to raise awareness on specific topics associated with the business.
▶ Equal Treatment And Opportunities For All	**Goal 5** - Achieve gender equality and empower all women and girls.	• Implemented gender-neutral hiring, training, and promotion practices. • Continue to educate at a national level that by adopting new technologies and shift patterns Hutchison Ports is a viable and exciting opportunity for female prospective employees. • Ensure fair representation at different levels of the organisation.
▶ Equal Treatment And Opportunities For All ▶ Corporate Culture	**Goal 10** - Reduce inequality within and among countries.	• Hiring practices prioritising the local workforce in which we reside. • Analysed self-assessed questionnaires received from our suppliers and assessed their performance on aspects like ethical sourcing, fair labor practice, and environmental sustainability.

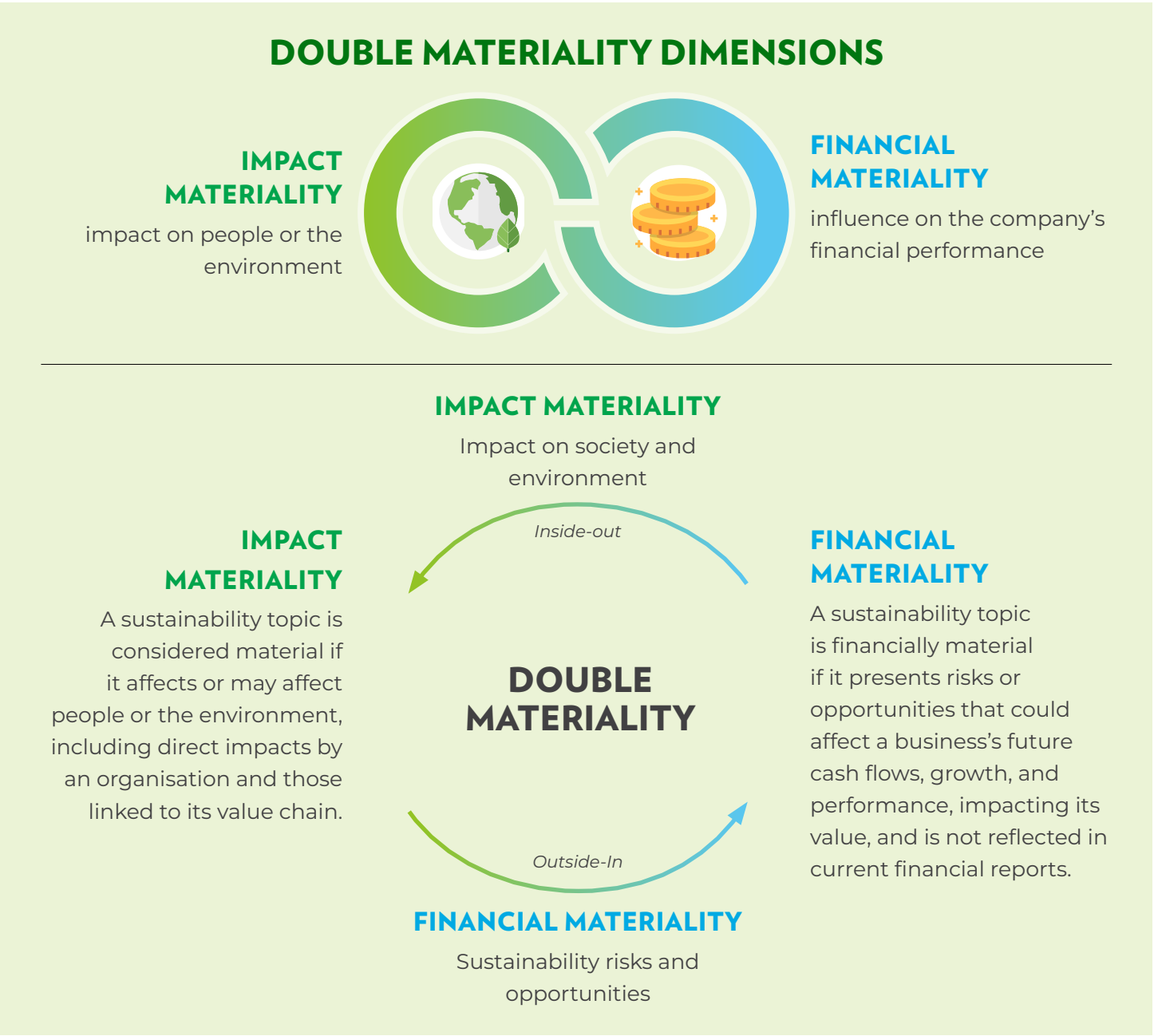| UNSDGs	APPLICATION OF THE UNSDGS	
OUR PEOPLE (CONT'D.)		
DMA Materiality Influence	**UNSDG Background**	**Key Progress**
▶ Climate Change Adaption ▶ Climate Change Mitigation ▶ Energy ▶ Water ▶ Waste Management ▶ Resource Inflows Including Resource Use	**Goal 11** - Make cities and human settlements inclusive, safe, resilient, and sustainable.	• Adopted more sustainable transportation systems such as electric vehicles in terminals to carry employees to minimise harmful air emissions. • Adopted more rail intermodal transport to remove trucks from public highways. • Electrification programme which removes emissions that can be harmful to local human settlements. • Improved data collection attributes to track pollutants as well as consumption of both energy and water.
OUR BUSINESS		
DMA Materiality Influence	**UNSDG Background**	**Key Progress**
▶ Equal Treatment And Opportunities For All ▶ Corporate Culture ▶ Corruption and Bribery ▶ Management Of Relationships With Suppliers Including Payment Practices	**Goal 8** - Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	• Attained economic growth through ethical and sustainable business practices and governance while continuing to ensure comprehensive employee benefits. • Made responsible actions to ensure adherence to ethical standards in our supply chain, particularly in working conditions and human rights through our supply chain engagement programmes. • Began data collection along the value chain through Supply Chain Assessment questionnaire. • Implemented measures to promote employee development and empowerment, such as offering training and education opportunities and fostering a culture of innovation and entrepreneurship.
▶ Political Engagement	**Goal 17** - Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.	• Actively engaged with our supply chain and stakeholders through different channels to realise sustainable business practices. • Collaborated with third parties in joint projects to innovate and drive research and development in the ports sector. • Involved in wider learning opportunities and collaborative / networking events to ensure lesson learning between peers and other stakeholders. • Involved in government policy making ensuring the maritime voice is heard.

2.2 MATERIALITY

2.2.1 ASSESSMENT

BACKGROUND

In 2024, Hutchison Ports undertook an enhanced materiality assessment to align with the requirements of the European Corporate Sustainability Reporting Directive (CSRD). As part of CSRD compliance, a Double Materiality Assessment (DMA) was conducted to identify and evaluate the sustainability matters that present the most significant impacts, risks, and opportunities (IROs) for the company and its stakeholders.

This assessment considered both the outward impact of our operations on society and the environment, as well as the financial implications of sustainability-related issues on our business. By systematically categorising and scoring these material topics, Hutchison Ports ensures that its strategic planning is informed by a robust understanding of the sustainability landscape, reinforcing our commitment to transparent and responsible corporate governance.

DOUBLE MATERIALITY DIMENSIONS

IMPACT MATERIALITY

impact on people or the environment

FINANCIAL MATERIALITY

influence on the company's financial performance

IMPACT MATERIALITY

Impact on society and environment

Inside-out

IMPACT MATERIALITY

A sustainability topic is considered material if it affects or may affect people or the environment, including direct impacts by an organisation and those linked to its value chain.

DOUBLE MATERIALITY

FINANCIAL MATERIALITY

A sustainability topic is financially material if it presents risks or opportunities that could affect a business's future cash flows, growth, and performance, impacting its value, and is not reflected in current financial reports.

Outside-In

FINANCIAL MATERIALITY

Sustainability risks and opportunities

REPORTING SCOPE AND REGULATORY CONTEXT

The DMA conducted in 2024 was based on a defined reporting boundary, encompassing all relevant entities within the Group. While the European Union is currently reviewing and updating legislation related to the scope of entities covered under the CSRD, these developments do not affect the integrity of this report. The DMA has been prepared with consideration of all ports within the Group, ensuring comprehensive coverage and alignment with anticipated regulatory requirements.
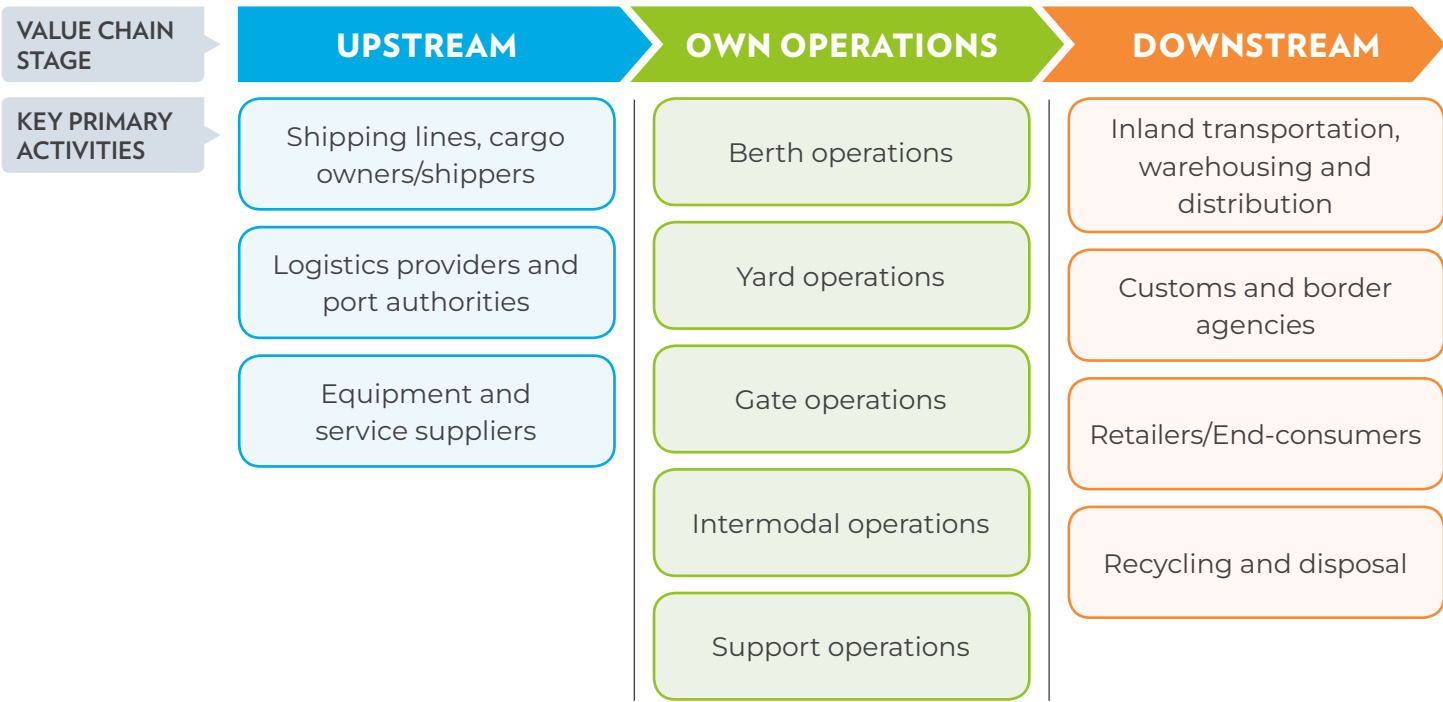
ASSESSMENT PROCESS

The Double Materiality Assessment (DMA) follows a three-stage process. It begins with identifying potential and actual IROs from both impact and financial perspectives. Following this, a gap analysis is conducted to identify discrepancies between current disclosures and the requirements set forth under the CSRD for the identified material topics and associated IROs. Addressing these gaps will require cross-functional collaboration and targeted initiatives to ensure compliance with CSRD through accurate data collection and reporting.

DMA STAGE ONE - TOPIC IDENTIFICATION AND ALIGNMENT WITH ESRS

The process commenced with a comprehensive review of Hutchison Ports' previous materiality assessments, relevant industry standards, peer benchmarks, as well as current and emerging regulatory frameworks. This informed the development of an initial list of pertinent sustainability topics. These topics were subsequently mapped against the European Sustainability Reporting Standards (ESRS), including their respective subtopics, to establish a preliminary suite of material issues for further evaluation and consideration.

DMA STAGE TWO - VALUE CHAIN MAPPING AND STAKEHOLDER IDENTIFICATION

To determine the next phase of materiality, the value chain of Hutchison Ports operations was mapped in detail and considered against the material topics identified. The development and visualisation of the value chain also allowed Hutchison Ports to consider the relevant stakeholders to be involved in the next stage of the DMA.

VALUE CHAIN STAGE	UPSTREAM	OWN OPERATIONS	DOWNSTREAM
KEY PRIMARY ACTIVITIES	Shipping lines, cargo owners/shippers	Berth operations	Inland transportation, warehousing and distribution
	Logistics providers and port authorities	Yard operations	Customs and border agencies
	Equipment and service suppliers	Gate operations	Retailers/End-consumers
		Intermodal operations	Recycling and disposal
		Support operations	

2.2 MATERIALITY

DMA STAGE THREE – DEVELOPMENT AND PRIORITISATION OF IROs

Following the mapping of the value chain against relevant ESRS topics, Hutchison Ports developed a preliminary list of IROs. This list was structured based on time horizons and whether the IROs were actual or potential in nature.

To assess materiality, a scoring methodology was established, drawing on the principles of the Group's established Enterprise Risk Management (ERM) framework. This methodology defined scoring thresholds, which were then applied through a series of structured workshops with key stakeholders to evaluate and prioritise the identified IROs.

DMA STAKEHOLDER ENGAGEMENT

TYPE	STAKEHOLDER GROUP	DMA ENGAGEMENT MECHANISM (S)
INTERNAL	Internal subject matter experts	▶ Onboarding workshop ▶ 10x Topical Workshops (including survey)
	Management	▶ Onboarding workshop ▶ 3x Validation workshop ▶ In-depth interviews (previous stakeholder engagement)
	Risk and Finance Functions	▶ DMA Methodology workshop
	Employees	▶ Quantitative survey (previous stakeholder engagement)
EXTERNAL	External stakeholders	▶ Quantitative survey (previous stakeholder engagement)

2.2 MATERIALITY

2.2.2 INTEGRATION

STAKEHOLDER ENGAGEMENT AND IRO EVALUATION

As part of the DMA, various stakeholders across key business functions were engaged. Through this process, 146 IROs were identified as relevant. Of these, 36 IROs were assessed as material, meeting the established management thresholds for disclosure. These material IROs align with 17 subtopics defined under the ESRS.

TOPICS

E1 Climate Change	E2 Pollution	E3 Water and marine resources	E4 Biodiversity and ecosystems	E5 Circular Economy	S1 Own Workforce	S2 Workers in the value chain	S3 Affected communities	S4 Consumers and end-users	G4 Business conduct

SUB-TOPICS

E1	E2	E3	E4	E5	S1	S2	S3	S4	G4
Climate change adaptation [2]	Pollution of air [2]	Water [1]	Direct impact drivers of biodiversity loss	Resource inflows, including resource use [2]	Working conditions [3][3]	Working conditions [1][2]	Communities economic, social and cultural rights [1]	Information-related impacts for consumers and/or end-users	Corporate culture [4]
Climate change mitigation [2]	Pollution of living organisms and food resources	Marine resources	Impacts on the state of species	Resource outflows related to products and services	Equal treatment and opportunities for all [2][1]	Equal treatment and opportunities for all	Communities civil and political rights	Personal safety of consumers and/or end-users	Protection of whistle-blowers
Energy [2]	Pollution of water		Impacts on the extent and condition of ecosystems	Waste management [1]	Other work-related rights [1][1]	Other work-related rights [2]	Rights of indigenous peoples	Social inclusion of consumers and for end-users	Animal welfare
	Pollution of soil		Impacts and dependencies on ecosystem services						Political engagement [1]
	Substances of concern								Management of relationships with suppliers including payment practices [1]
	Substances of very high concern								Corruption and bribery [1]
	Microplastics								

Legend:

■ Material sub-topic - **Impact materiality**
■ Material sub-topic - **Financial materiality**
■ Material sub-topic - **Impact AND Financial materiality**
[1] Number of material IROs per sub-topic
[1] Number of material human rights-related IROs per sub-topic

2.2 MATERIALITY

STRATEGIC INTEGRATION OF MATERIAL TOPICS

The DMA enables Hutchison Ports to more effectively integrate sustainability considerations across its operations. By expanding the scope and analysis of potential and actual IROs along the value chain, the assessment provides a robust foundation for strategic decision-making.

Material topics identified through the DMA inform the disclosures required under emerging regulatory frameworks, such as the CSRD. These disclosures not only guide compliance but also support the alignment of broader sustainability initiatives with corporate strategy, ensuring a structured and forward-looking approach to sustainable development.

GAP ASSESSMENT

Following the completion of the DMA, a gap analysis was conducted to compare identified disclosure requirements with Hutchison Ports' existing public disclosures. The assessment highlighted several gaps, particularly in value chain and environmental disclosures. These gaps were categorised into thematic areas to support targeted and efficient resolution.

IMPLEMENTATION PROJECTS

In preparation for future reporting under the International Sustainability Standards Board (ISSB) and the CSRD, Hutchison Ports has identified several high-priority initiatives for phased implementation. The principal projects are outlined in the table below.

PROJECT	AIM
Climate Resilience and Scenario Analysis	Assess climate-related risks and financial impacts across operations and the value chain under various climate scenarios to strengthen business resilience.
Transition Planning and Emissions Methodology	Enhance GHG emissions data collection and integrate BU-level decarbonisation plans into the group-wide net-zero strategy aligned with the Paris Agreement and the CSRD requirements.
ESG Policy Updates	Revise ESG policies to meet CSRD disclosure requirements, covering material IROs, governance, and stakeholder engagement.
Reporting Governance Framework	Establish a formal structure for managing sustainability reporting for CSRD, tailored to the final reporting group.
Data Management System Implementation	Deploy a centralised system to manage CSRD-related data points across BUs, supported by training and interface tools.

2.2 MATERIALITY

2.2.3 STAKEHOLDER ENGAGEMENT

COMMITMENT

At Hutchison Ports, meaningful engagement with both internal and external stakeholders remains a cornerstone of our operations. As a pivotal hub within the global maritime ecosystem, we recognise our responsibility to foster active and thoughtful collaboration across the value chain. Our ambition to be the preferred partner in sustainable supply chains drives us to continuously enhance our engagement strategies, ensuring alignment with the broader sustainability objectives of the maritime sector.

The increasing vertical integration of ports and terminals has led to more consistent and active stakeholder participation in daily business activities. In 2024, our engagement efforts focused on deepening integration across the value chain through shared strategic planning and joint assessments. These collaborative approaches have enabled us to align ambitions, accelerate progress in operational excellence, and advance our sustainability goals.

Throughout the year, we launched several key initiatives that required robust engagement mechanisms. These efforts not only strengthened partnerships but also reinforced our commitment to driving sustainable transformation across the maritime industry.

MECHANISMS

The table below outlines the key stakeholder groups relevant to Hutchison Ports and the corresponding engagement mechanisms employed. Engagement with these groups is conducted on a regular basis to ensure that emerging topics and stakeholder concerns are continuously integrated into the Company's strategic planning and decision-making processes. Feedback and insights gathered from stakeholders at both the BU and Group levels are communicated to senior management. This ensures that material issues raised are appropriately considered and, where relevant, incorporated into operational and strategic initiatives. Such a structured approach enables Hutchison Ports to maintain transparency, responsiveness, and alignment with stakeholder expectations across the Group.

STAKEHOLDER GROUP	METHODS OF ENGAGEMENT	EXPECTATIONS	HUTCHISON PORTS INCORPORATION
Management and Employees	• Engagement surveys • Town Halls • Global Connect • Grievance mechanisms Newsletter	• Fair, safe and inclusive workplace • Equitable pay • Progress & development • Sustainable business development • A voice for consideration	• Setting measurable KPIs • BEWELL Campaign • Upskilling & training • Workplace safety audits • Fostering inclusive and diverse workplaces • Designated representatives in ESG committees
Community & Non-governmental Organisations (NGOs)	• Partnerships • Go Green & Dock School • Joint activities • Environmental Impact Assessments • Meetings	• Engagement and collaboration • New project local and national considerations • Responsible business practices and employment • Zero harm to local environment	• Collaboration on ESG topics via assessment processes • Community partnerships • Local resourcing • Local employment • Continual environmental monitoring • Insights incorporated into business strategy

2.2 MATERIALITY

STAKEHOLDER GROUP	METHODS OF ENGAGEMENT	EXPECTATIONS	HUTCHISON PORTS INCORPORATION
Customers	· Customer communications · Continual dialogue · Website · Satisfaction surveys · Business meetings · Website	· Responsible business Practice · Lower emissions · Efficient & sustainable supply chain · Logistical synergies	· Business meetings, forums and events · Specific customer agreements · Enhancing opportunities for customers to decarbonise (e.g. shore power) · Increasing efficiencies by improving terminal operating systems
Regulators / Government	· Audits · Inspections · Policy making · Standard setting · Consultations	· Compliance · Collaboration and contribution to standard and policy setting · Responsible business	· Continual monitoring and subsequent reporting · Incorporation of licence, permit and consent conditions into BU strategy · Cascading wider standards across the Group
Business Partners	· Contractual agreements · Supplier meetings · Supplier assessments · Tender / procurement process	· Fair bidding terms · Fair and on time payments · Opportunities for collaboration (technology trials, joint ventures)	· Vendor engagement & feedback · Supply Chain Sustainability Assessment Questionnaire informing management decisions · Development of procurement strategies incorporating ESG criteria
Investors / Parent Company	· Public disclosures · Parent company reports · Conference calls	· Business, stewardship & governance · Enterprise value · Risk management · Strategy & action planning · Transparent Disclosures	· Ratings reflect product viability · Policy · Sustainability reports adhering to the latest disclosure regulations/ frameworks · Larger projects to align with future disclosures · KPIs · Incorporation of ESG risk into the ERM framework

03

OUR ENVIRONMENT

3.1 CLIMATE ACTION

3.1.1 INTEGRATING CLIMATE RESILIENCE

INTRODUCTION

Hutchison Ports recognises the risks posed by climate change and the need to mitigate its impact. As part of our environmental stewardship, we are committed to addressing climate-related risks and opportunities by integrating low-emission technologies and executing a group-wide decarbonisation strategy. This strategy is aligned with our net-zero ambition and forms a core pillar of our environmental agenda. This section outlines our approach to climate action, detailing the key initiatives and operational measures being implemented to reduce GHG emissions across our global operations.

ACTION PLANS PROGRESS

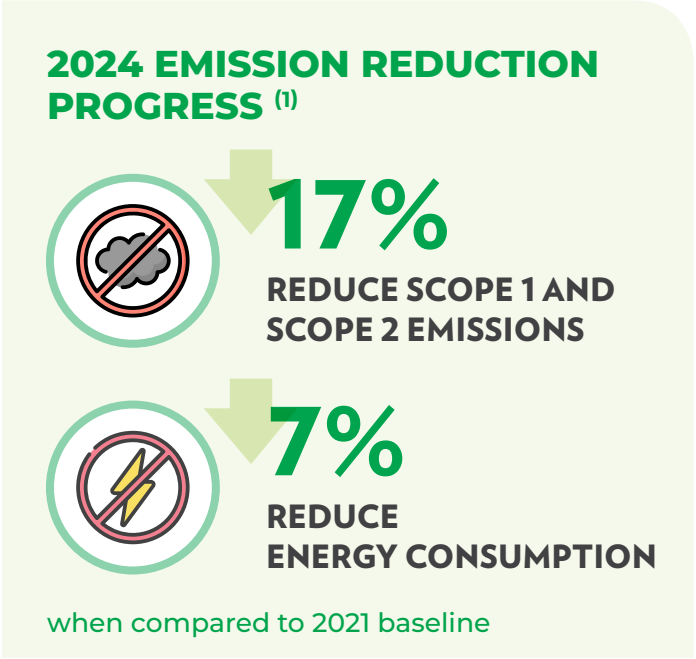We have identified seven key areas to propel our decarbonisation strategy. We have made steady progress in 2024:

1 Address climate risks as part of our risk management process

The Double Materiality Analysis has been completed to identify climate-related IROs. Climate risk has been included in the Group's enterprise risk management framework.

2 Set long-term targets to reduce GHG emissions

The Group is demonstrating strong progress towards achieving its validated science-based targets (SBTs).

3 Incorporate climate change considerations in business strategies

All BUs are required to embed sustainability considerations into their strategic and operational decision-making processes by developing BU level decarbonisation plan.

4 Establish procedures and processes

The Group has established group-wise directive to prioritise the acquisition or replacement of equipment and trucks with electric models.

5 Innovation and technology

Hutchison Ports applies advanced technologies to enhance efficiency and minimise emissions, emphasising automation and data analytics.

6 Collaboration with stakeholders

Hutchison Ports collaborates with shipping line customers, port authorities, suppliers, and stakeholders to reduce emissions by sharing best practices and promoting low-carbon technologies.

7 Transparent reporting

Hutchison Ports ensures transparency in reporting its emission reduction progress towards SBTs through regular sustainability reports and stakeholder communications.

COMMITMENT TO SBTi

Hutchison Hutchison Ports has become the first global port operator to receive official validation from the SBTi for both its near-term GHG emissions reduction target and its 2050 net-zero target. This milestone represents a significant achievement in the company's proactive and science-aligned response to global climate challenges, reinforcing its leadership and commitment to a low-carbon future.

Hutchison Ports is committed to reducing scope 1 and 2 emissions by 54.6 per cent and scope 3 emissions by 32.5 per cent by 2033, with the base year 2021. It also strives to reach net-zero emissions across the value chain by 2050 or earlier, aligning with the latest net-zero criteria set by SBTi.

These ambitious targets are grounded in the latest climate science and align with the global pathway to limit temperature rise to 1.5°C above pre-industrial levels. By doing so, it supports efforts to mitigate the most severe risks associated with climate change.

2024 EMISSION REDUCTION PROGRESS [(1)]

17%
REDUCE SCOPE 1 AND SCOPE 2 EMISSIONS

7%
REDUCE ENERGY CONSUMPTION

when compared to 2021 baseline

Note:

[1] *In the base year of 2021, the combined scope 1 and 2 emissions totalled 477,912 tonnes CO_2e, while scope 3 emissions amounted to 483,315 tonnes CO_2e. The baseline emission calculations took into account Delta II despite it not being operational for the complete year.*

3.1 CLIMATE ACTION

EMISSION PATHWAY

In line with the aforementioned decarbonisation strategies, the graph below presents the projected emissions trajectory. The black dotted line represents the SBTi net-zero reduction profile for reference. Emission reduction is driven by equipment replacement with low-emission and emission-free alternatives, alongside the increased adoption of renewable energy. As Hutchison Ports progresses, the company will adopt advanced technologies and explore alternative energy sources, such as hydrogen.

Hutchison Ports systematically monitors its progress in reducing GHG emissions in accordance with the requirements set by SBTi. This includes regular performance reviews and data validation to ensure alignment with established targets. Where necessary, the Group refines its decarbonisation strategy to maintain compliance and to continuously improve the effectiveness of its climate action efforts.

NEAR-TERM TARGET BY 2033

54.6%
reduction in scope 1 & 2 emissions

32.5%
reduction in scope 3 emissions

LONG-TERM TARGET BY 2050

90%
reduction in scope 1 & 2 emissions

90%
reduction in scope 3 emissions

Notes:

1 *Graph shown is for illustration purpose only.*

2 *In the base year of 2021, the combined scope 1 and 2 emissions totalled 477,912 tonnes CO_2e, while scope 3 emissions amounted to 483,315 tonnes CO_2e. The baseline emission calculations took into account Delta II despite it not being operational for the complete year.*
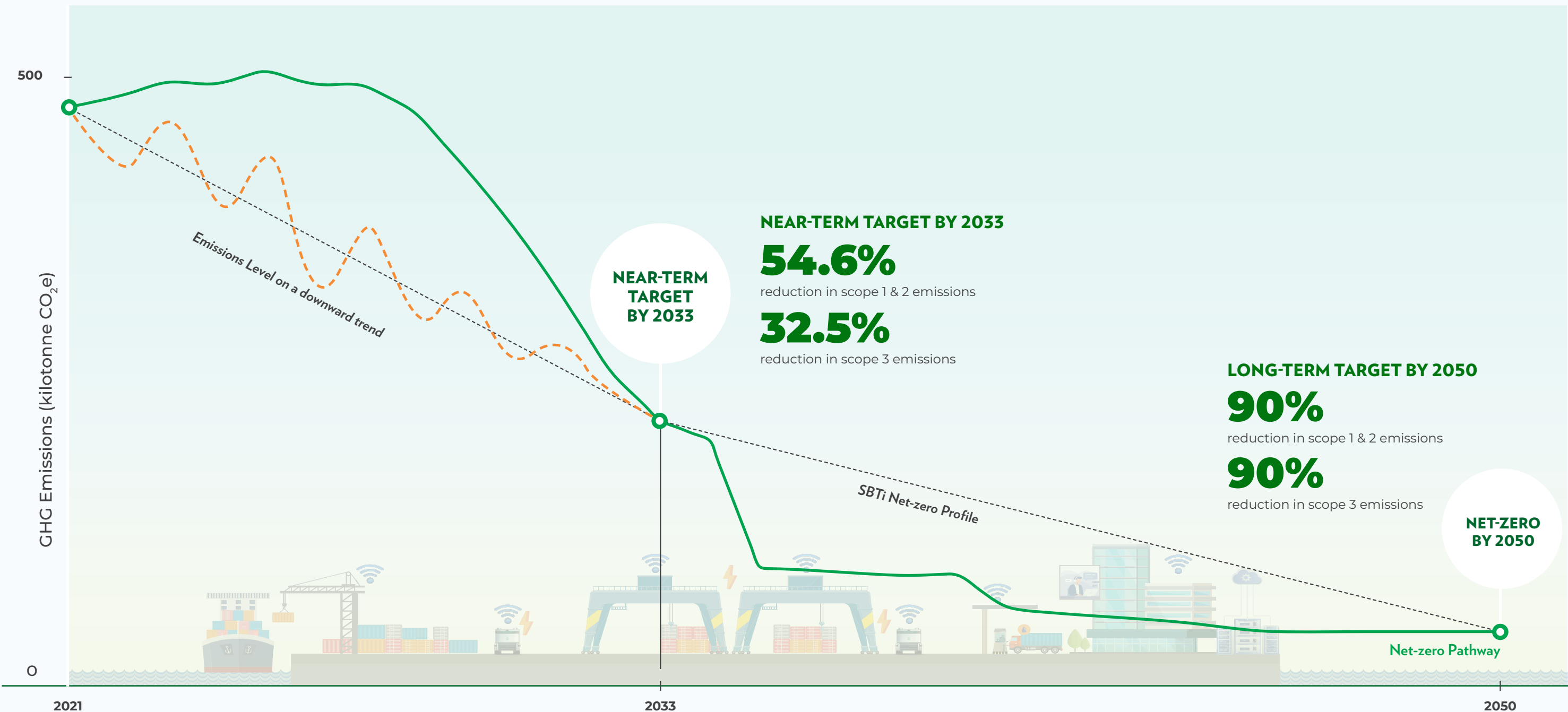
3.1 CLIMATE ACTION

3.1.2 STRATEGIC PATHWAYS TO DECARBONISATION

To achieve emission reduction progress towards near-term and net-zero targets, Hutchison Ports has adopted a variety of strategies centered on collaboration, and continuous operational improvements. Below are highlights of some of the key strategies:

ELECTRIFICATION

The company is making significant headway towards reducing scope 1 emissions by transitioning from fossil fuel-powered equipment and vehicles to electric alternatives. It involves the adoption of electric cranes, trucks, and other port machinery. By integrating these electric alternatives, the company aims to lower its direct emissions from operations and contribute to a cleaner environment.

To support this shift, a group-wide directive mandates that, effective from 2024, all BUs shall prioritise the procurement of electric equipment or vehicles for any new acquisitions or replacements. This directive reinforces the Group's commitment to decarbonisation and aligns with its broader climate strategy and science-based targets.

SWITCH FROM POWERHOUSE TO GRID CONNECTION

Hutchison Ports Pakistan connected to the power grid in February 2024 to support the electrification of port equipment. Switching from diesel generators to grid electricity has achieved a 13.9 per cent reduction in carbon intensity compared to 2023. This not only improved overall efficiency but also lessened the environmental impact associated with diesel combustion. Moving forward, increasing in grid electricity capacity is expected to bring a 90 per cent reduction in GHG emissions at Hutchison Ports Pakistan by 2035.
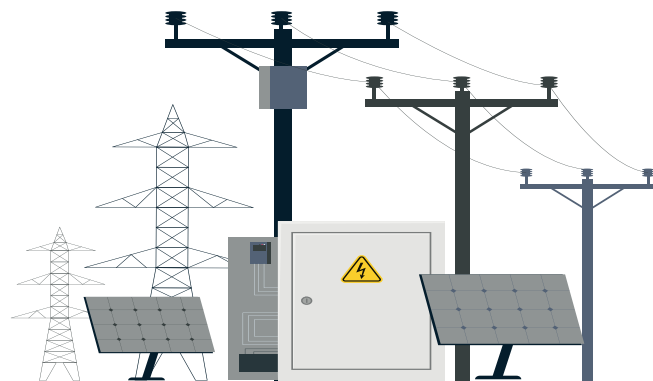
Hutchison Ports Port of Felixstowe (United Kingdom)

CASE STUDY

Hutchison Ports BEST (Spain) has put into operation at its terminal in the Port of Barcelona the first electric reach stacker in Southern Europe. The implementation of this machine will reduce emissions equivalent to 260 tonnes of CO_2e annually, with the use of 100 per cent renewable electricity. This significant reduction in the carbon footprint will benefit air quality and reduce the GHG emissions in the Port of Barcelona.

BROADENING THE USE OF RENEWABLE ENERGY

The adoption of renewable energy remains a central component of Hutchison Ports' strategy to reduce scope 2 GHG emissions. In 2024, the Group advanced this commitment by expanding the installation of on-site solar panels across additional BUs. At present, terminals in Australia, Mexico, Myanmar, Pakistan, Panama, Spain, the Netherlands, the United Arab Emirates, the United Kingdom have successfully implemented solar panel installations.

These systems enable the direct generation of clean electricity at terminal facilities, supporting both decarbonisation and energy resilience. By harnessing solar power, Hutchison Ports reduces its reliance on non-renewable energy sources while mitigating risks associated with grid instability.

In addition to on-site renewable energy generation, an increasing number of terminals are incorporating renewable energy into their overall energy mix. To further support this transition, some BUs also procure Energy Attribute Certificates (EACs), ensuring that purchased electricity is sourced from verified renewable energy providers. This dual approach strengthens the Group's commitment to reducing Scope 2 emissions.

To facilitate and evaluate the transition to renewable electricity across BUs, Hutchison Ports initiated a comprehensive renewable energy landscape survey. This assessment aims to explore the practicality of renewable energy procurement, for instance Renewable Energy Power Purchase Agreements (REPPAs) and EACs, by analysing market conditions, identifying viable energy sources, and examining logistical and operational factors.

Hutchison Ports Paskistan

CASE STUDY

The solar panel installation at Hutchison Ports PPC (Panama) is part of a broader strategy to incorporate renewable energy at the terminal. These systems enable the direct generation of clean electricity at terminal facilities, supporting both decarbonisation and energy resilience.

3.1 CLIMATE ACTION

EMISSIONS MONITORING

Diesel consumption remains the primary source of scope 1 emissions across Hutchison Ports' operations. In response, the Group has launched the Global Diesel Consumption Reduction Programme, aimed at improving diesel efficiency through a structured set of initiatives. By adopting innovative technologies, optimising processes, and promoting best practices, the Group is committed to achieving substantial reductions in diesel usage. The programme not only targets short-term efficiency gains but also establishes long-term objectives to ensure sustained progress in reducing emissions from diesel consumption. Starting from 2025, each BU will have its own carbon intensity target, which will be regularly reviewed and adjusted based on the reduction performance. This dynamic approach ensures that the target remains achievable, reflecting our ongoing progress.

To reinforce continuous improvement and ensure alignment with Hutchison Ports' overarching sustainability strategy, all BUs are required to participate in an annual sustainability baseline survey. This survey serves as a fundamental tool for assessing each BU's current environmental performance and identifying opportunities for improvement.

In parallel, each BUs must review and submit a detailed decarbonisation plan annually outlining specific actions, timelines, and resource allocations aimed at reducing GHG emissions. These plans are reviewed to ensure consistency with the Group's long-term decarbonisation pathway and to support accountability across operations. Together, the survey and planning process


ENGAGEMENT IN VALUE CHAIN

Reducing scope 1 and 2 emissions can be achieved through changing our operational practices and sourcing greener energy. However, tackling scope 3 emissions requires a collaborative effort across the value chain. Hutchison Ports conducts several programmes to enhance partnership efforts in achieving emissions reduction.

Supplier Sustainability Self-Assessment Questionnaire (SSSAQ)

Hutchison Ports engages key suppliers through the SSSAQ to evaluate their understanding of sustainability and the status of their decarbonisation efforts. This survey provides valuable insight into how suppliers manage their GHG emissions and the strategies they employ. It enables a more informed assessment of sustainability practices across the value chain and helps identify opportunities for collaboration and targeted support.
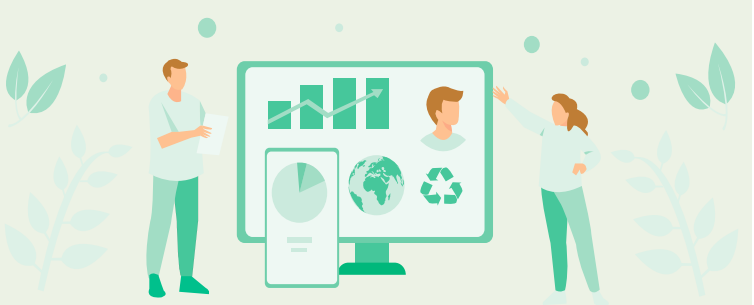
Suppliers engagement workshops

To further strengthen supplier collaboration on climate action, Hutchison Ports has a plan to organise dedicated suppliers engagement workshops. These sessions aim to raise awareness among supply chain partners about decarbonisation, communicate Hutchison Ports' climate ambitions, and provide a platform for learning. Participants will gain exposure to global standards and initiatives, emerging industry trends, and best practices in sustainability, fostering alignment and capacity-building across the supply chain.

Support for shipping lines

Hutchison Ports recognises that the path to decarbonisation is inherently collaborative. As an integral component of our shipping line partners' value chains, our emissions are categorised under their scope 3 inventories. We are therefore committed to actively supporting their climate strategies and fostering enduring partnerships that advance mutual sustainability goals.

A notable demonstration of this commitment is the successful implementation of an onshore power supply (OPS) system at Hutchison Ports BEST (Spain), in collaboration with the Port Authority of Barcelona. The OPS substation, comprising six modular units, is capable of simultaneously connecting two vessels. This infrastructure enables berthed container ships to shut down auxiliary engines, thereby significantly reducing emissions during port stays.

The system is projected to abate approximately 66,000 tonnes of CO_2 and 1,234 tonnes of NOx emissions annually from operations. This achievement marks a pivotal milestone in the Group's wharf electrification programme and exemplifies our dedication to enabling low-carbon port infrastructure.
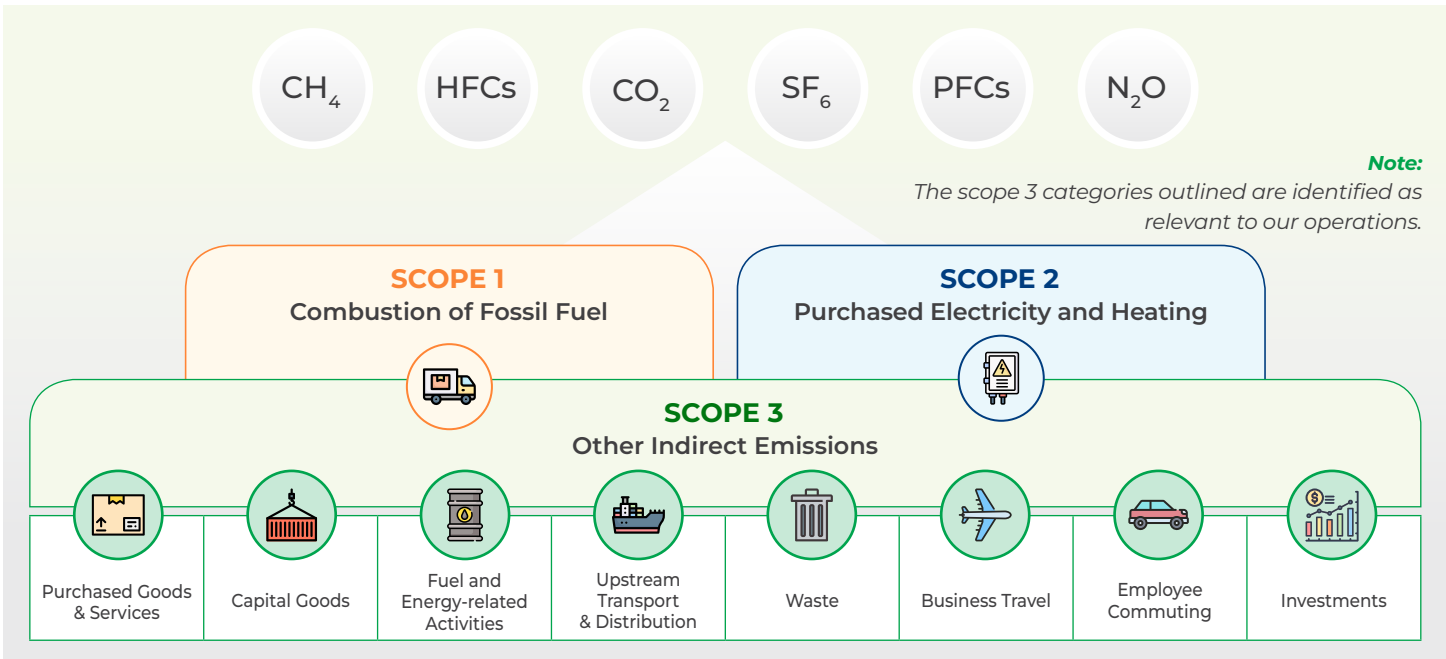
3.1 CLIMATE ACTION

3.1.3 GHG EMISSIONS PROFILE

Recognising and managing GHG emissions is crucial for achieving sustainability goals and aligning with our decarbonisation roadmap. By understanding the sources and impacts of these emissions, Hutchison Ports can develop and implement effective strategies to reduce their environmental footprint. This overview offers a comprehensive analysis of GHG emissions, outlining their various sources and types.
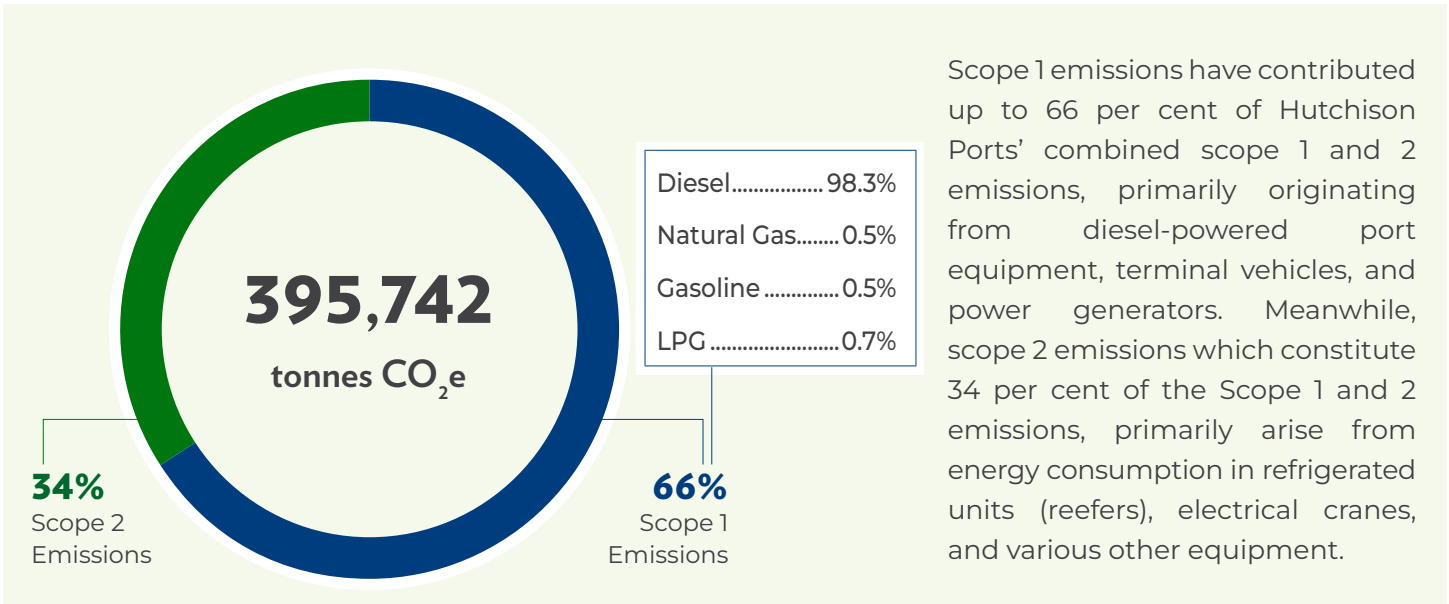
GHG Emissions

- Scope 1 emissions refer to GHG emitted from sources directly owned or controlled by the company. This included the emissions from the combustion of fossil fuels for equipment operation and power generation at the terminals.
- Scope 2 emissions associated with the purchase of electricity, steam, heat, leading to indirect GHG emissions.
- Scope 3 emissions are all other emissions occur in a company's value chain, both upstream and downstream emissions. Eight out of the 15 categories were identified as relevant to Hutchison Ports' operations according to the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

CH$_4$ HFCs CO$_2$ SF$_6$ PFCs N$_2$O

Note:
The scope 3 categories outlined are identified as relevant to our operations.

SCOPE 1
Combustion of Fossil Fuel

SCOPE 2
Purchased Electricity and Heating

SCOPE 3
Other Indirect Emissions

| Purchased Goods & Services | Capital Goods | Fuel and Energy-related Activities | Upstream Transport & Distribution | Waste | Business Travel | Employee Commuting | Investments |

Environmental KPIs	Unit	2022	2023	2024
CO$_2$ Intensity	kg CO$_2$e/TEU	12.70	11.35	10.62
Energy Intensity	GJ/TEU	0.18	0.17	0.16
Total Energy Use	GJ	6,477,017	5,693,343	6,083,286
Diesel Use	Litre	104,437,610	92,740,664	95,576,743
Electricity Use	kWh	610,395,185	525,779,810	599,979,635
Scope 1	tonnes CO$_2$e	283,937	252,147	260,153
Scope 2 - market based	tonnes CO$_2$e	174,252	132,449	135,589

SCOPE 1 & 2 EMISSIONS

395,742
tonnes CO$_2$e

Diesel 98.3%
Natural Gas 0.5%
Gasoline 0.5%
LPG 0.7%

34%
Scope 2 Emissions

66%
Scope 1 Emissions

Scope 1 emissions have contributed up to 66 per cent of Hutchison Ports' combined scope 1 and 2 emissions, primarily originating from diesel-powered port equipment, terminal vehicles, and power generators. Meanwhile, scope 2 emissions which constitute 34 per cent of the Scope 1 and 2 emissions, primarily arise from energy consumption in refrigerated units (reefers), electrical cranes, and various other equipment.
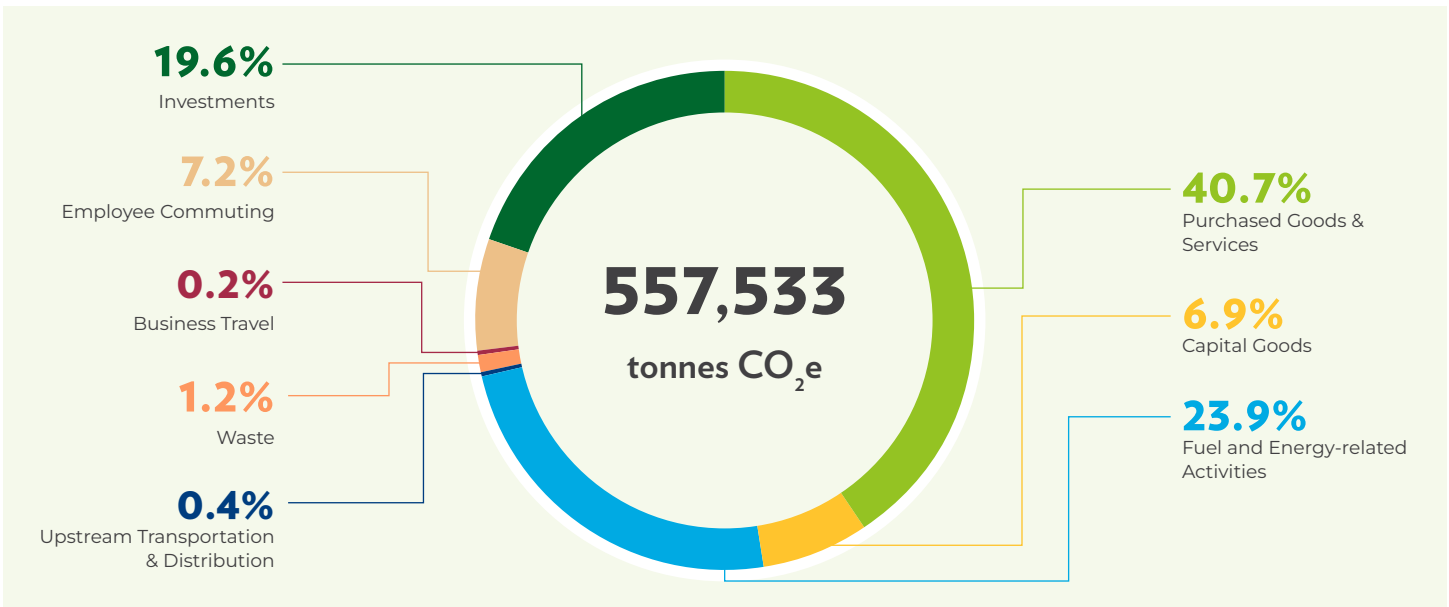
SCOPE 3 EMISSIONS

Scope 3 emissions are indirect GHG emissions that occur throughout a company's value chain, both upstream and downstream. scope 3 emissions encompass a wide range of activities, including the purchase of goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and investments.

The collection of scope 3 data requires extensive coordination among various internal departments due to the diverse sources of these emissions. These sources include indirect emissions from activities such as purchasing products and services, business travel, and waste disposal. To ensure accuracy and completeness, effective data collection demands careful planning, clear communication, and collaboration across different disciplines.

19.6%
Investments

7.2%
Employee Commuting

0.2%
Business Travel

1.2%
Waste

0.4%
Upstream Transportation & Distribution

557,533
tonnes CO$_2$e

40.7%
Purchased Goods & Services

6.9%
Capital Goods

23.9%
Fuel and Energy-related Activities

Notes:
1 *The scope 3 emissions have excluded the indirect energy (Scope 2) GHG emissions and GHG trading activities.*
2 *The scope 3 calculation follows the guidelines outlined in The Corporate Value Chain (Scope 3) Accounting and Reporting Standard.*

3.2 ENVIRONMENTAL STEWARDSHIP

3.2.1 ECOSYSTEM MANAGEMENT

INTRODUCTION

Hutchison Ports' terminals are primarily located within or close to marine environments. These areas frequently encompass sensitive ecosystems, including wetlands, dunes, and various designated protection zones. The Group ensures habitat conservation and protection by prioritising strong governance, adhering to national and international regulatory frameworks, and engaging actively with stakeholders.

POLICY

Hutchison Ports' biodiversity policy is in place to establish a framework that supports biodiversity preservation and minimises environmental disruption caused by port operations. The policy recognises that air, land, water and natural habitats are valuable assets which require protection. The key elements of the policy are centred on protecting natural resources including assessing the local and wider sensitive habitats. Hutchison Ports minimises its impact and raises awareness of the assessed habitats through engagement with our employees.

IMPACT MANAGEMENT

As outlined in   , the new sustainability disclosure requirements mandate reporting on both potential and actual environmental impacts. In 2024, the DMA process determined that various relevant IROs are linked to broader biodiversity issues, including air and water pollution.

The Hutchison Ports operating model has secured concessionary agreements for pre-constructed facilities, significantly reduces the environmental impact associated with the direct loss of ecosystems from new constructions. When construction works are related to upgrades, maintenance, or new terminal project, strict environmental and social impact assessments (or their national equivalents) are conducted where required. Permissions for works are granted only after the necessary permits, consents, and licenses have been secured from the relevant authorities.

ECOSYSTEMS

Our BUs actively engage in a variety of environmental protection campaigns. This aligns with the Group's environmental policy on protecting, conserving, and restoring local biodiversity in relation to port operations. Some efforts focus on environmental net gain, restoring habitats after damage from natural weather events. The intention of net gain is to offset any losses on habitats due to operational footprints.

Developing a Biosecurity Plan at Hutchison Ports United Kingdom

Hutchison Ports United Kingdom is collaborating with key stakeholders, including Trinity House, Harwich Haven Authority (HHA), Associated British Ports (ABP), and Natural England on a biodiversity project. The project aims to develop a Biosecurity Plan for the Stour and Orwell Estuary Special Protected Area (SPA). The group has completed the first phase assessment to identify stakeholder and governance requirements, setting the stage for plan development in 2025.

Planting Mangroves by Hutchison Ports UAQ (United Arab Emirates)

Planting Mangroves by Hutchison Ports UAQ (United Arab Emirates) and the Ports, Customs & Free Zone Corporation of UAQ jointly organised a Go Green event in collaboration with the Tourism and Archaeology Department of Umm Al Quwain. Thirty employees participated in planting 200 mangroves at Mangrove Beach as part of the UAE's national project to plant 100 million mangrove trees by 2030.

Planting mangroves by Hutchison Ports Pakistan

Hutchison Ports Pakistan in collaboration with the WWF - Pakistan, was undertaking its annual sustainability initiative by planting mangrove saplings. This drive, in its fourth year, was inaugurated with management and staff members planting mangroves to kick off the effort.

Sea Turtle Release Programme in Hutchison Ports TIMSA (Mexico)

Hutchison Ports TIMSA (Mexico) organised a Sea Turtle Release Programme at the Manzanillo Turtle Refuge to support marine conservation and promote environmental education. From September to November 2024, 67 adults and 32 children participated in eight turtle release days. Volunteers engaged in various activities, including cleaning nests, maintaining natural spaces, and directly releasing 4,752 sea turtle hatchlings into the ocean.

This initiative aimed to build community and environmental responsibility among employees and their families. It highlighted the importance of protecting endangered marine species and promoting sustainable practices.

Species Relocation Programme of Hutchison Ports LCT (Mexico)

The Species Relocation Programme of Hutchison Ports LCT (Mexico) aims to establish procedures for the removal, rescue, and relocation of wildlife to minimise negative impacts on organisms and ensure their well-being. It seeks to mitigate habitat loss, promote conservation, and help animals adapt to environmental changes.

By protecting wild species, including at-risk ones like the black iguana and gecko, the programme contributes to biodiversity conservation and reduces environmental impact by avoiding direct harm to wildlife, especially slow-moving species or juveniles.

3.2.2 RESOURCE MANAGEMENT

Achieving business resilience requires not only the conservation of ecosystems but also the effective management and utilisation of scarce resources. This involves minimising the use of primary materials, promoting the reuse of resources whenever possible, and ensuring materials are well utilised to extend their lifecycle.

GOVERNANCE

The use of primary materials and operational impacts are governed by Hutchison Ports' Environmental and Sustainability Policy. Environmental data on water management, air quality, and waste management is collected monthly and aggregated into the EIS. This allows the Group SSE team to analyse trends, assess environmental impacts, and implement necessary follow-up actions.
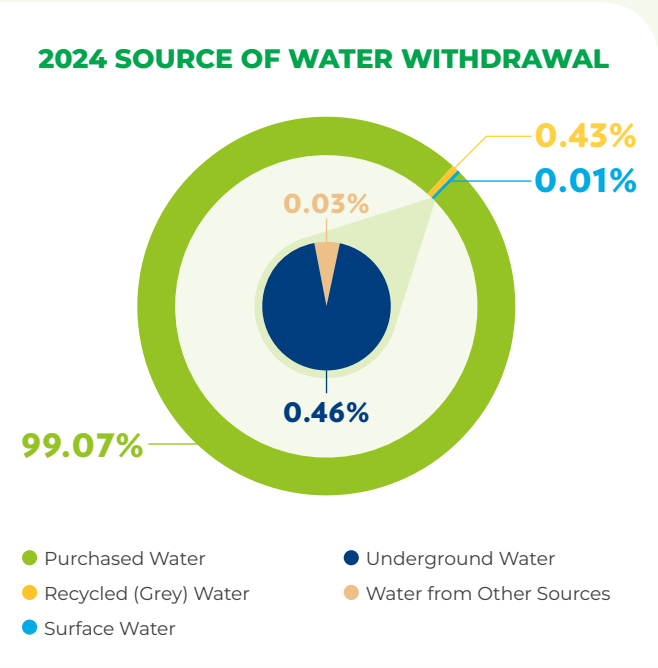
WATER MANAGEMENT

Hutchison Ports recognises the importance of careful water management in its operations. Water is used for direct consumption, maintenance activities, and fire protection systems at the terminal level. It is typically supplied directly via pipelines, tankers, or occasionally groundwater wells. In line with our policies, BUs shall adopt water conservation measures and manage effluents effectively to preserve natural resources. BUs are also encouraged to install water meters to monitor usage and conduct regular checks for leaks to minimise wastage.

In certain jurisdictions, BUs are required to develop water management plans to comply with national regulatory reporting standards. This involves monitoring wastewater discharges to comply with permit requirement and consent conditions.

Wastewater discharges from hardstanding areas in the terminals, including stormwater runoff, is filtered through discharge channels to prevent marine pollution. Oil interceptors are installed at the terminals' fuel stations, preventing oil contamination by effectively removing any oil in the runoff before discharge. This process helps ensure compliance with environmental standards and protects surrounding water bodies from pollution.

Performance Monitoring

In 2024, 99 per cent of our water consumption is sourced from purchased water. A 6 per cent reduction in water consumption was achieved compared to 2023, demonstrating our ongoing commitment to minimising our environmental footprint and conserving natural resources. Additionally, no water pollution incidents were recorded in 2024.

2024 SOURCE OF WATER WITHDRAWAL

- ● Purchased Water
- ● Underground Water
- ● Recycled (Grey) Water
- ● Water from Other Sources
- ● Surface Water

0.43%
0.01%
0.03%
0.46%
99.07%

Water stress	Water withdrawal data					
	Surface water	Ground water	Seawater	Third-party	Water from other sources	Water recycled
Extremely High (>80%)	0%	100%	0%	20%	100%	79%
High (40-80%)	0%	0%	0%	12%	0%	0%
Medium-High (20-40%)	0%	0%	0%	15%	0%	21%
Low-Medium (10-20%)	0%	0%	0%	44%	0%	0%
Low (<10%)	100%	0%	0%	9%	0%	0%

Our BUs in high water risk area focus on optimising water usage and reducing wastage. By leveraging advanced technologies and infrastructure, they enhance water conservation efforts and contribute to the overall sustainability goals of Hutchison Ports. These initiatives include regular monitoring and assessments to ensure compliance with local and national water regulations, as well as identifying opportunities for further improvement in water management practices.

AIR QUALITY

Air quality is identified as a material topic for Hutchison Ports. Effective management of operational emissions is essential for protecting our workforce, the environment, and achieving sustainability goals. As Hutchison Ports reduces its reliance on fossil fuels, air emissions decrease.

For unavoidable fossil fuel use, cleaner alternatives are continuously explored and evaluated. A primary focus is on cleaner second-generation biofuels, which have the potential to replace fossil fuels. Hutchison Ports is actively evaluating the adoption of new fuels and cleaner combustion technologies to facilitate the transition to fully renewable energy sources. Hutchison Ports terminals comply with all local and national air quality regulations as mandated by respective legislation.

Performance Monitoring

The vast majority for ports emissions comes from the operational equipment and vehicles' fuel consumption. The amount of air pollutants are projected based on the fuel consumption multiplied by emission factors. There has been an improvement in the air quality compared to 2023 due to the implementation of the equipment electrification directive which has reduced the consumption of fossil fuels.

The majority of air emissions originate from fossil fuel combustion of ports' equipment and vehicles. Air pollutant levels are projected based on fuel consumption multiplied by emission factors. Air quality has improved compared to 2023 as a result of equipment electrification, which has reduced fuel consumption.

Air Emissions	Unit	2022	2023	2024
Nitrogen oxides (NOx)	tonnes	1,186.78	1,035.40	1,033.50
Sulphur dioxide (SO$_2$)	tonnes	4.14	3.48	3.46
Particulate matter (PM)	tonnes	110.15	95.96	94.50

3.2 ENVIRONMENTAL STEWARDSHIP

WASTE MANAGEMENT

Hutchison Ports has implemented a comprehensive waste management system that aligns with its sustainability strategy. The Group Waste Management Standard (GWMS) ensures all waste is properly segregated, stored, transferred, and disposed of in accordance with relevant local environmental laws and regulations. This standard promotes uniformity in waste management practices across all BUs worldwide, ensuring a consistent approach to sustainability.
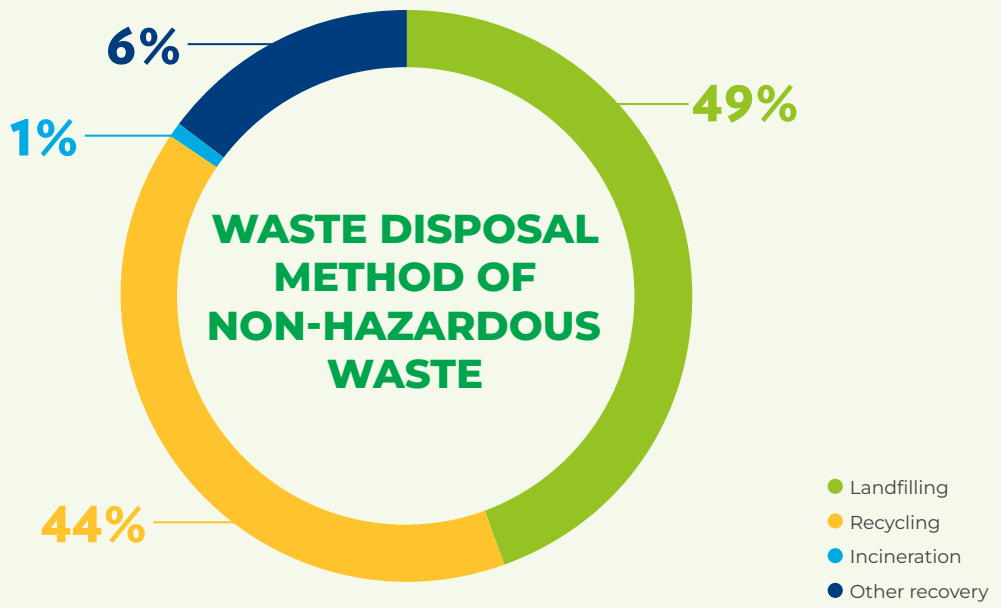
The GWMS mandates proper handling of all waste generated within the terminals. Its key principles follow the waste management hierarchy, prioritising waste elimination, reduction, reuse, and recycling before disposal. By adhering to this hierarchy, Hutchison Ports aims to minimise the environmental impact of its operations and contribute to a more sustainable future.

WASTE MANAGEMENT PROCESS

ELIMINATE

REDUCE

REUSE

RECYCLE

DISPOSAL

Performance Monitoring

The waste profile in 2024 remains consistent with previous years, with landfill disposal being the predominant treatment method. There was a notable reduction of landfill waste in 2024, it is mainly due to a decrease in construction and demolition activities. This reduction highlights the impact of large-scale projects on overall waste production.

With the collaborative efforts of BUs, we achieved a 31 per cent overall recycling rate. Our BUs took proactive measures by recycling concrete from civil works projects, ensuring these materials are repurposed rather than dumped to landfill. Additionally, metals were carefully dismantled and recycled after the decommissioning of quay cranes. Landfill is considered only after all alternative disposal methods have been evaluated.

WASTE DISPOSAL METHOD OF NON-HAZARDOUS WASTE

- 49%
- 44%
- 6%
- 1%

- ● Landfilling
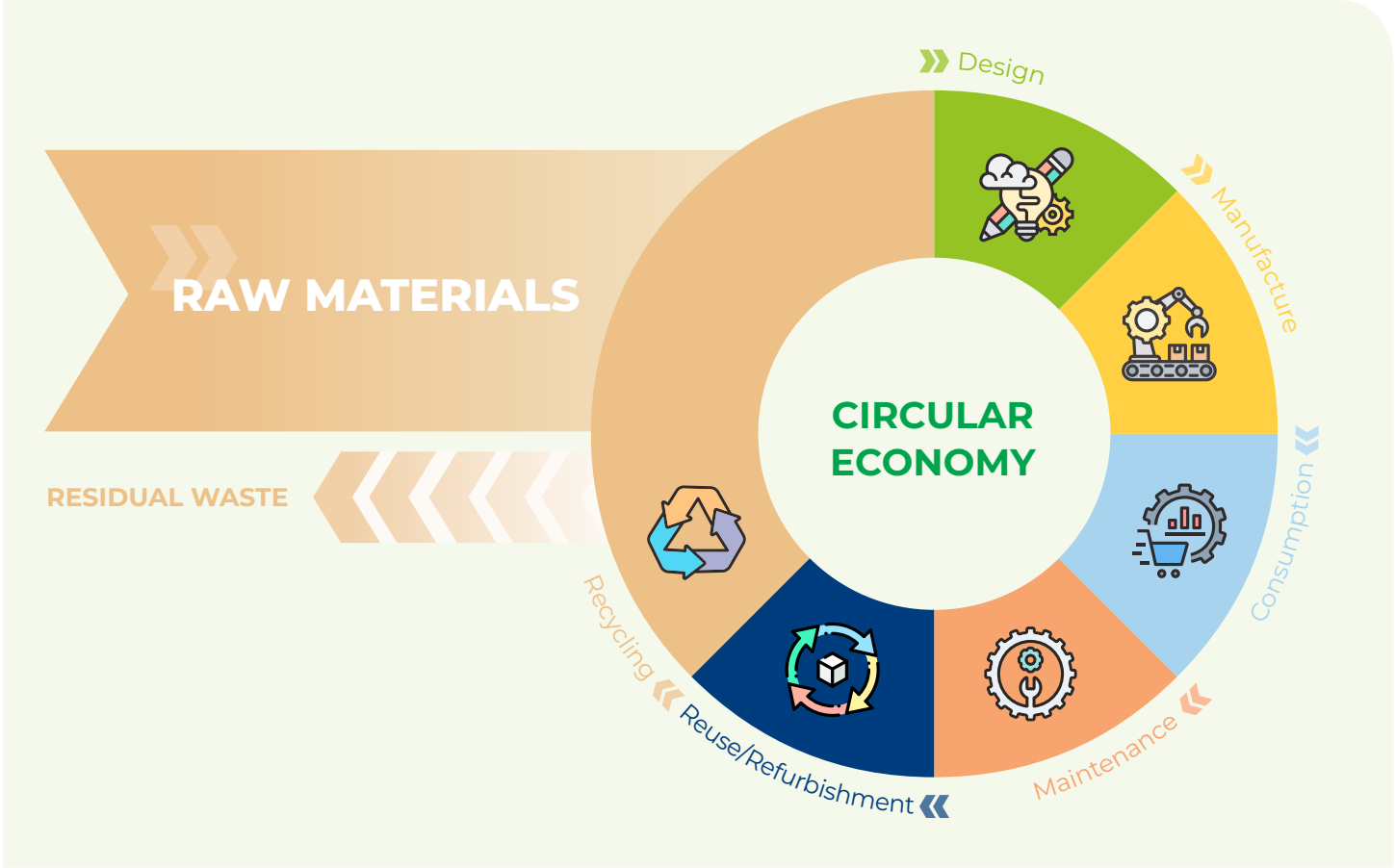- ● Recycling
- ● Incineration
- ● Other recovery

The Group SSE team works closely with BUs to promote waste reduction and recycling, including planning for dismantling large equipment like quay cranes. Additionally, the Group SSE team offers guidance and support to BUs, helping them implement effective recycling programmes and adopt industry best practices. Through these initiatives, Hutchison Ports aims to achieve significant reductions in waste generation and enhance the overall sustainability of its operations.

3.2 ENVIRONMENTAL STEWARDSHIP

3.2.3 OPTIMISING RESOURCE EFFICIENCY

INTRODUCTION

Enhancing efficiency is crucial to minimising societal and environmental impact. Implementing the circular economy principles is a definitive strategy, emphasising the optimisation of resource value through repurposing and recycling products, and making thoughtful choices in product selection and procurement. This strategy inherently reduces costs associated with excess supply and associated emissions from production.

RAW MATERIALS

RESIDUAL WASTE

Design
Manufacture
Consumption
Maintenance
Reuse/Refurbishment
Recycling

CIRCULAR ECONOMY

LOCAL SOURCING

Hutchison Ports collaborates with stakeholders to ensure supply chain reliability. By sourcing products and materials locally, we support the communities where we operate. This approach mitigates risks from international supply disruptions and economically benefits local contractors and suppliers. Our BUs utilise their procurement platforms to enable local service providers to secure business. This ensures a continuous catalogue of approved contractors and vendors, fostering long-term relationship and partnership.

SUSTAINABLE PROCUREMENT

To achieve our science-based decarbonisation targets, Hutchison Ports has projected our emissions profile and identified the necessary reduction areas. A key area for decarbonisation is scope 3, which encompasses indirect emissions from the supply chain, particularly those related to purchased goods and services. Despite near-term procurement constraints, we aim to develop a sustainable procurement framework over time. This will involve collaborating and engaging with our major suppliers to address scope 3 targets. It will include:

Engaging with stakeholders including suppliers, customers, to identify and address sustainability challenges in the supply chain;

Incorporating sustainability criteria into supplier selection processes;

Assessing suppliers' sustainability performance to identify areas for improvement and provide feedback and support;

Conducting workshops and awareness training for suppliers, along with data collection and target implementation.

3.2 ENVIRONMENTAL STEWARDSHIP

GLOBAL INVENTORY MANAGEMENT PROGRAMME

Hutchison Ports initiated its Global Inventory Management Programme in July 2020, including a three-year Inventory Reduction Programme from 2021 to 2023, to enhance efficiency. A KPI of Inventory Balance per Business Move was introduced to assess progress. By December 2024, the programme achieved a 62 per cent reduction in inventory balance per business move since its inception.

To support the programme, several initiatives were introduced, such as guiding BUs to prioritise consuming on-hand inventory and setting BU-specific targets with monthly reporting. A new policy is in place to offer structured guidance on inventory management, covering detailed instructions on procurement planning, technology requirements for effective control, a cycle for reviewing obsolete inventory, and an approval system for purchases exceeding a certain threshold.

A new Global Inventory Portal, an online database with a user-friendly search engine, has been developed for BUs. This platform enhances the transparency of inventory holdings, particularly spare parts held globally. The BUs can upload spare part details including photos in a standardised format. The portal improves inventory visibility and allows BUs to check the availability of required spare parts internally before sourcing them from the market.
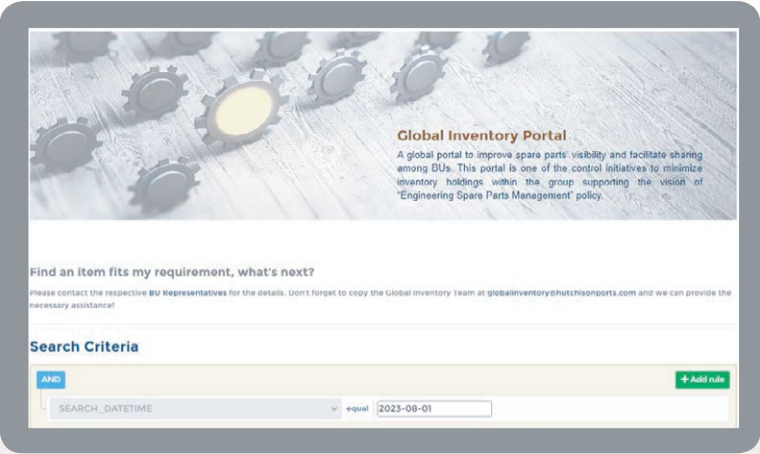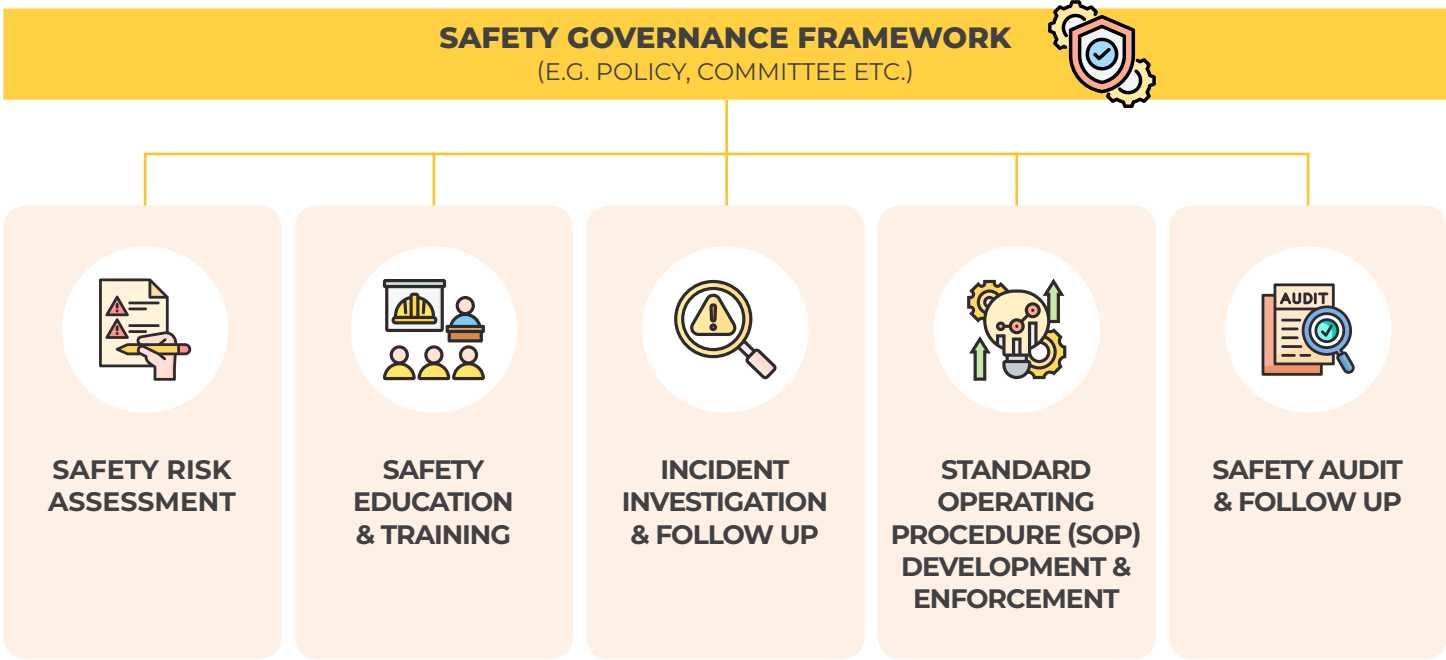
04
OUR PEOPLE

4.1 COLLEAGUES

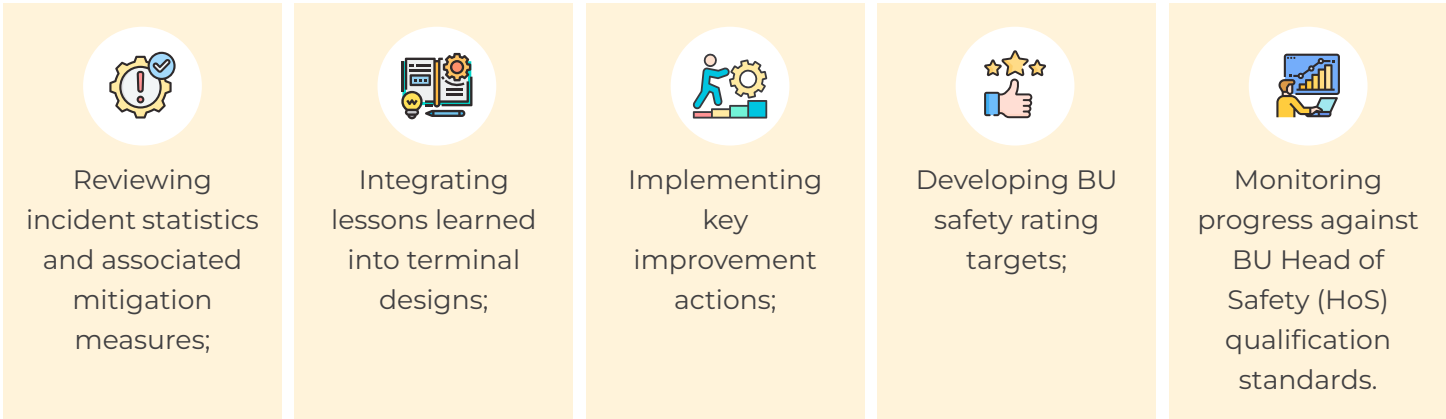## 4.1.1 SAFETY & SECURITY

SAFETY AND SECURITY OVERVIEW

Hutchison Ports prioritises the health, safety, and well-being of its employees and contractors at terminals and operational centres. Ensuring a safe working environment for all users is a core value, managed through strict governance structure including policies, procedures, and onsite management. The Group's and BU's management jointly maintain the terminals' safety and security overview.

GROUP SAFETY GOVERNANCE

The Hutchison Ports Group Safety Committee (SAFCOM) oversees workplace safety and the implementation of the Safety Management System (SMS). Its responsibilities encompass risk identification, monitoring mitigation measures, updating and developing related policies, standards, and procedures. Chaired by the Group Operations Director, SAFCOM includes members from key functions and regional representatives.

SAFETY GOVERNANCE FRAMEWORK
(E.G. POLICY, COMMITTEE ETC.)

SAFETY RISK ASSESSMENT	SAFETY EDUCATION & TRAINING	INCIDENT INVESTIGATION & FOLLOW UP	STANDARD OPERATING PROCEDURE (SOP) DEVELOPMENT & ENFORCEMENT	SAFETY AUDIT & FOLLOW UP

KEY OUTCOMES OF THE SAFCOM 2024 MEETING

Reviewing incident statistics and associated mitigation measures;	Integrating lessons learned into terminal designs;	Implementing key improvement actions;	Developing BU safety rating targets;	Monitoring progress against BU Head of Safety (HoS) qualification standards.

GROUP SAFETY POLICY

The Group Safety Policy defines the SMS, highlighting management's responsibility to ensure terminal safety and conduct regular safety assessments. It mandates preventative measures to reduce safety risks and connects SAFCOM's Group-level strategies with daily terminal operations. The Policy requires all BUs to adhere to and implement its guidelines. It explicitly addresses third-party hazards, requiring equivalent control measures. Contractors, partners, and third parties operating on Hutchison Ports' terminals must comply with the relevant rules and conduct their activities safely.

SAFETY MANAGEMENT SYSTEM (SMS)

Hutchison Ports' SMS employs a top-down governance approach, ensuring BUs comply with Group policies and local safety regulations. Committed to continuous improvement in occupational health and safety, the Group's head office and 14 BUs are ISO45001 certified as of 2024. The SMS is regularly updated to stay ahead of regulatory developments and best practices.

GLOBAL MINIMUM SAFETY STANDARDS

One of SAFCOM's key strategies is the introduction of Global Minimum Safety Standards (GMSS). This initiative aims to elevate all BUs to a uniform set of safety standards for operations and protocols. Currently in its seventh revision, the GMSS ensures consistent safety requirements at the terminal level. The latest updates include stricter safety measures and expanded guidance, particularly on pedestrian safety at terminals.

INCIDENT REPORTING AND RATES

Incident reporting and subsequent investigation are essential at Hutchison Ports, ensuring that valuable insights are integrated into daily operations. Identifying near misses and dangerous occurrences are crucial for preventing potential incidents and dangers. This comprehensive approach helps close gaps in policies and procedures and facilitates the implementation of targeted training and monitoring.

The internal Safety Portal is utilised for reporting from a BU level to the Group. Serious incidents, including fatalities, major injuries, and dangerous occurrences, shall be reported through this channel for monitoring and review. HoS at BUs must investigate incidents appropriately and submit reports detailing findings and improvement measures.

In 2024, there was a reduction in lost-time injuries at our terminals. However, two tragic fatalities related to equipment-people interface were reported in BUs. This highlights the importance of prioritising our people and minimising their exposure to moving vehicles and equipment. Additionally, Hutchison Ports completed a workbook detailing the enforcement plan of GMSS clause 12.11 on pedestrian safety from all BUs.

4.1 COLLEAGUES

BU SAFETY GOVERNANCE

BU SAFETY IMPLEMENTATION

The BU safety committee oversees safety implementation at the BU level, as mandated by the GMSS. It addresses terminal operation safety risks by developing policies and procedures and ensures implementation and effective communication with employees and third parties onsite. All BUs' HoS must possess a safety qualification before assuming the role, and participate in ongoing safety training for continuous professional development. The HoS are required to reinforce safety within the terminals.

BU SAFETY AUDIT PROGRAMME

The safety audit programme is designed to assess and confirm BU adherence to GMSS and other safety standards. Key insights and recommendations from the 2024 audits focus on pedestrian safety, maintenance, and inspections. These audits pinpoint areas requiring additional attention and corrective actions.

RISK MANAGEMENT

Work-related hazards identified through 2024 risk assessments that could lead to high-consequence injuries include:

- Tripping hazards
- Vehicle collision
- Entrapment between objects

These risks remain due to ongoing port operations. Upon identification at the BU level, prompt measures are implemented, ranging from policy and procedural adjustments to significant operational changes, such as introducing physical barriers.

BUSINESS CONTINUITY MANAGEMENT (BCM)

BUs regularly conduct internal BCM drills. These exercises are essential for emergency preparedness at the terminal and for testing business continuity arrangements. Annually, BUs must perform drills for fire, dangerous goods leakage, power supply outage, and cyber-attacks.

SPECIFIC SAFETY TRAINING

A General Cargo Safety Workshop was held in Vietnam on 26 – 27 November. Participants included the HoS and operational staff from various BUs. The workshop covered the cargo landscape, hazards, incidents, and best practices. BUs were invited to share experiences through discussions and presentations. It also included a terminal site visit hosted by Hutchison Ports SITV (Vietnam) to observe best practices in action.

TERMINAL SECURITY

Physical security is a critical aspect of our organisational processes. As a member of the Customs Trade Partnership Against Terrorism (CTPAT), our security management, including at the BU level, comply with all relevant standards, including the International Ship & Port Facility Security Code (ISPS Code). Established in 2004, the Group Security Committee (SECOM) is tasked with developing and maintaining security guidelines across the Group, monitoring BU security performance, and promoting the sharing of best practices. Security is governed by the Group Security Policy (43/2021).

IMPLEMENTATION OF YARD SURVEILLANCE SYSTEM (YSS)

CASE STUDY

One of the critical operational interfaces involves pedestrians and terminal vehicles or equipment. In compliance with GMSS Clause 12.11, BUs have thoroughly reviewed daily activities to minimise pedestrian presence. Terminal workers are provided with appropriate transportation to reduce the risk of vehicle-pedestrian contact. These control measures are documented and consolidated into a workbook detailing the enforcement plan for GMSS Clause 12.11 on pedestrian safety.

BUs are continuously enhancing the enforcement of pedestrian safety rules. The AI-integrated YSS in terminals has expanded its coverage to include additional BUs.

- ▶ Hutchison Ports ICAVE (Mexico)
- ▶ Hutchison Ports Pakistan
- ▶ Hutchison Ports Thailand
- ▶ Hutchison Ports Abu Qir (Egypt)
  – started implementation in 2024
- ▶ Hutchison Ports Busan (South Korea)
  – started installation in 2024
- ▶ Hutchison Ports Gwangyang (South Korea)
  – started installation in 2024

The YSS employs cameras and AI to detect pedestrians in the yard and alert terminal staff to potential hazards. Hutchison Ports has a plan to launch a YSS Dashboard for timely monitoring of all globally installed YSS.
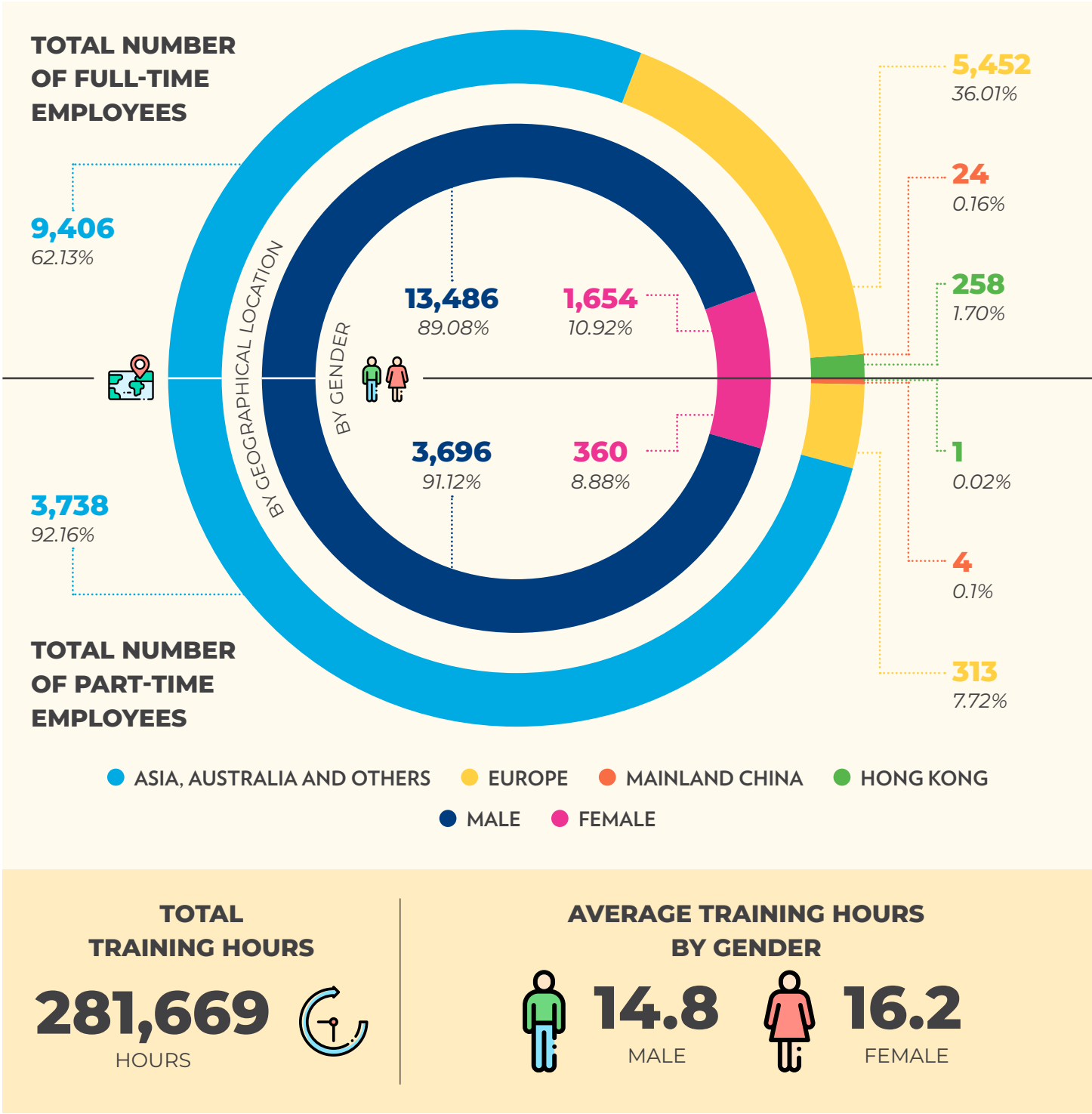
4.1 COLLEAGUES

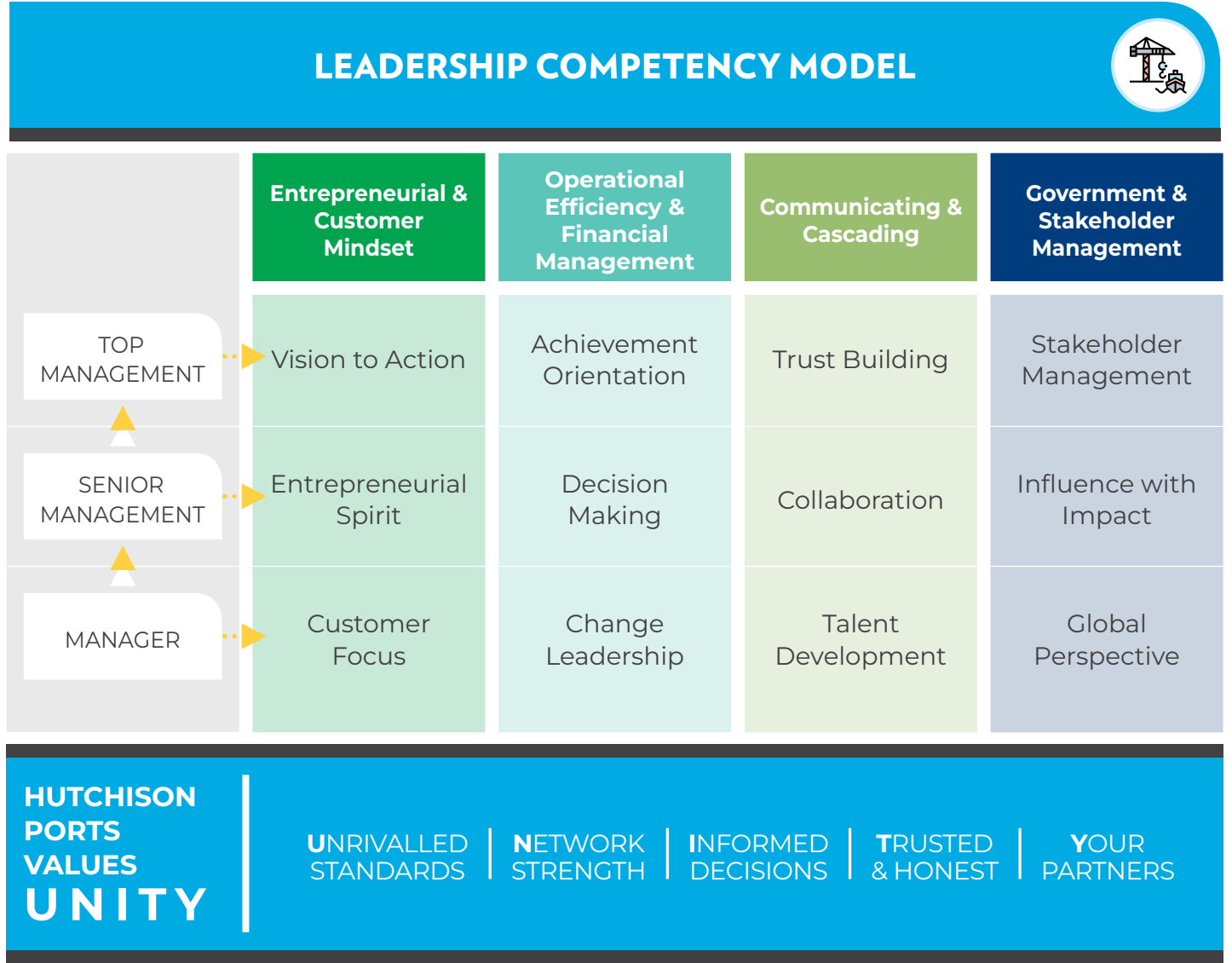## 4.1.2 HUMAN CAPITAL

A THRIVING WORKFORCE

At Hutchison Ports, sustainable operations are driven by a dynamic and agile workforce. Our team members are equipped to flourish and achieve their utmost potential. Hutchison Ports' approach for employee development focuses on creating long-term plans that recognise and reward performance, cultivate leadership abilities, and secure the company's future by promoting internal advancement through education, mentorship, and leadership programmes

TOTAL NUMBER OF FULL-TIME EMPLOYEES

9,406
62.13%

BY GEOGRAPHICAL LOCATION

BY GENDER

13,486
89.08%

1,654
10.92%

3,696
91.12%

360
8.88%

5,452
36.01%

24
0.16%

258
1.70%

1
0.02%

4
0.1%

313
7.72%

3,738
92.16%

TOTAL NUMBER OF PART-TIME EMPLOYEES

● ASIA, AUSTRALIA AND OTHERS ● EUROPE ● MAINLAND CHINA ● HONG KONG
● MALE ● FEMALE

TOTAL TRAINING HOURS

281,669
HOURS

AVERAGE TRAINING HOURS BY GENDER

14.8 MALE

16.2 FEMALE

INTEGRATED FRAMEWORK FOR LEADERSHIP AND TALENT OPTIMISATION

A robust framework is vital to ensure strategic alignment across critical people functions in talent acquisition, succession planning, leadership development, performance management, and reward system at Hutchison Ports. At the core of this framework lies the Leadership Competency Model, anchored in the company's UNITY organisational values. The model is built on four foundational pillars and twelve critical leadership competencies, each accompanied by specific behavioural criteria customised for every management level. This structure equips our BUs with clear strategies for identifying talent, enhancing leadership capabilities and assessing performance.

Hutchison Ports conducts thorough annual succession planning and talent reviews across all BUs to evaluate leadership readiness and workforce risks. These outcomes drive targeted strategies at global, regional, and local levels, to enhance organisational resilience and individual growth. Senior management actively coach and guide our talent development. Supported by our comprehensive performance management and reward system designed to ensure fairness, engagement, and retention.

LEADERSHIP COMPETENCY MODEL

	Entrepreneurial & Customer Mindset	Operational Efficiency & Financial Management	Communicating & Cascading	Government & Stakeholder Management
TOP MANAGEMENT	Vision to Action	Achievement Orientation	Trust Building	Stakeholder Management
SENIOR MANAGEMENT	Entrepreneurial Spirit	Decision Making	Collaboration	Influence with Impact
MANAGER	Customer Focus	Change Leadership	Talent Development	Global Perspective

HUTCHISON PORTS VALUES UNITY

UNRIVALLED STANDARDS | **N**ETWORK STRENGTH | **I**NFORMED DECISIONS | **T**RUSTED & HONEST | **Y**OUR PARTNERS

4.1 COLLEAGUES

NURTURE FUTURE LEADERS

Hutchison Ports is committed to nurturing the next generation of leaders through various initiatives, including internships, apprenticeships, company visits, and career fairs. The goal is to provide hands-on learning, foster terminal industry awareness, and develop skills to support a sustainable maritime workforce. By engaging students and young professionals, we bridge the talent gap, promote diversity, and strengthen the industry's future.

Summer internship programmes are organised annually to offer students practical experience across departments. These comprehensive programmes emphasise business understanding, functional knowledge, and soft skills like teamwork and communication through projects, day-to-day tasks, and networking events. These initiatives empower interns to develop professional skills and explore maritime career paths.

To further cultivate talent, Hutchison Ports provides accredited apprenticeship programmes that equip youngsters with specialised skills in areas like Operations and Engineering. Additionally, the company hosts terminal visits for hundreds of students to offer exploration into the corporate world and spark their interest in maritime careers. Career fairs and school outreach initiatives showcased diverse job opportunities, enhancing Hutchison Ports's positive image in local communities and inspiring high school graduates to pursue potential careers within the terminals. These efforts reflect our dedication to youth development and education engagement.

Hutchison Ports FCP & FHC (Bahamas) - Innovate Career Fair 2024

Hutchison Ports Gdynia (Poland) - Technical School Visiting

CKHH, Hutchison Ports Head Office and Hutchison Ports HIT (Hong Kong, China) - Summer Internship Programme

Hutchison Ports United Kingdom - Apprenticeship

4.1 COLLEAGUES

FOSTER PEOPLE DEVELOPMENT AND CAREER ADVANCEMENT

GLOBAL CONNECT

Global Connect, launched in 2022, is a renowned global learning platform designed to cultivate a culture of continuous learning and facilitating employee networking. This virtual platform enables colleagues from diverse geographies and disciplines to enhance their business acumen and adopt effective strategies crucial for present and future success. Expert leaders from diverse fields share their valuable insights and experiences, allowing participants to acquire market and functional knowledge, develop innovative solutions, and collaborate in shaping a more agile and sustainable business model.

The 2024 theme, "Collaborate for Synergy", brought together subject matter experts from different areas to discuss key topics like maritime sustainability, well-being, commercial trends, and technological advancements to drive best practices and improve customer relationships. Over 1,600 colleagues participated, committing to apply their insights for better adoption and efficiency. The platform also encourages knowledge sharing and cross-department collaboration, supporting active participation in company initiatives.

GLOBAL CONNECT
COLLABORATE FOR SYNERGY 2024

29 February 2024
Go Green

Sustainability in Community – Go Green: Our Oceans Project
At the inaugural Global Connect event of 2024, representatives from the WWF and our Corporate Social Responsibility partner in Thailand discussed the impact of climate change on the maritime and port industry. They motivated attendees by sharing successful community initiatives. Through our Go Green and Dock School programmes, participants learned about our commitment to ocean conservation while advancing our net-zero strategy.

22 August 2024
GLOBAL CONNECT x Bewell

Rise as One: Embracing Well-being, Resilience, and Inclusion
In partnership with BEWELL, a ceremony was organised to celebrate outstanding wellness achievements, attended by management, awardees, advocates, and enthusiasts. Speakers from various BUs shared their transformative experiences, enhancing participants' understanding of our corporate people's sustainability goals and best practices. By delving into the concept of resilience, participants discovered the keys to leading balanced and successful lives.

15 October 2024
COMMERCIAL

Commercial: Market and Customer Outlook
Our Group Commercial speaker shared insights on market trends, key customer strategies, and our innovative commercial approaches. The speaker highlighted the impact of shipping alliances, sustainability, and competition on the 2025 outlook, explaining how these trends shape our network, strategies, and the plans of our key customers and competitors.

11 December 2024
veronica

VERONICA In Action: From Product Deliverables To Value Realisation
To follow-up on VERONICA's progress, introduced at last year's Global Connect event, speakers from Group Information Technology and Group Operations shared valuable insights and updates. They presented the development roadmap and features of VERONICA, highlighting the case study of Karachi Regional Operating Centre and its adoption at the Mexico terminals.

HIGHLIGHTS

OVER 1,600

8.8/10	+50%	92%
Synergy	Knowledge	Recommend

BEST PARTS OF THE CONNECTION

- **Profound Belonging to the Ports Community**
- **Understand Corporate Directions**
- **Enhance Business Acumen and Functional Knowledge**
- **Interactive Live Sharing with Subject Matter Experts**
- **Vibrant Idea Exchange Across BUs**
- **Well-being Practices Empowerment**

KEY TAKEAWAYS

- **2025 Market Outlook and Commercial Strategies**
- **OPS Digitalisation and Modernisation Roadmap**
- **Ocean Relation with Maritime Industry**
- **Wellness Accomplishments in Different BUs**
- **Growth Mindset and Inclusivity**
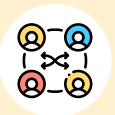
ACTIONS TO INSTILL CHANGE

Identify Areas for Enhancement	Active Engagement in Corporate Initiatives	Team Knowledge Sharing	Cross-functional Collaboration	Healthy Habits Adoption

4.1 COLLEAGUES

Hutchison Ports is committed to building a skilled and adaptable workforce through comprehensive learning and career development initiatives. Our approach empowers employees to grow professionally, enhance management and personal effectiveness capabilities, and prepare for leadership roles, ensuring a resilient and future-ready organisation. By investing in robust development programmes, we foster an environment where individuals excel and drive the company's long-term success.

Our leadership interventions engage participants in a multi-month journey to strengthen management competencies, equipping them with skills such as strategic decision-making, stakeholder management, and advanced negotiation and conflict management tactics. Through interactive workshops, group projects, and real-world simulations, employees hone their ability to tackle complex business challenges. Additionally, our talent development programs accelerate the growth of high-potential individuals through tailored experiences, mentorship and coaching, and exposure to senior leadership. Collaborative projects and skill-building sessions cultivate innovation and teamwork, enabling participants to take on elevated responsibilities with confidence.

To ensure employees remain at the forefront of industry advancements, we provide functional and technical training initiatives focused on upskilling with the latest technologies and knowledge. These programs enhance productivity, workplace safety, and operational effectiveness by equipping employees with cutting-edge tools and best practices tailored to their roles.

In 2024, numerous employees completed various leadership, development and functional training initiatives, enabling them to perform with greater impact and expertise. High-potential participants, selected for their ambition and capability, engage in personalised development journeys that position them for future advancement. These efforts have strengthened our leadership pipeline and boosted overall team performance.
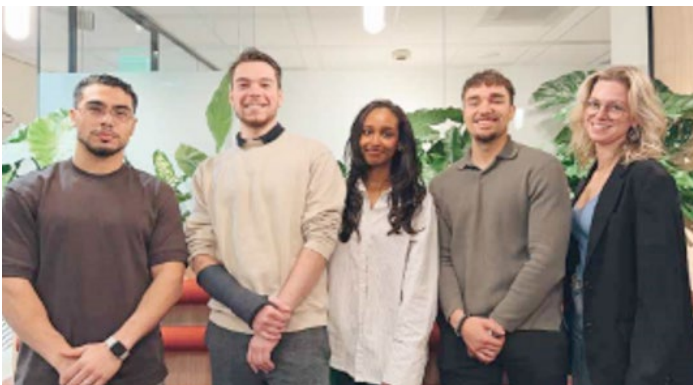

Hutchison Ports Jazan (Saudi Arabia) and Hutchison Ports Sohar (Oman) organised training programme for new crane operators

Hutchison Ports PPC (Panama) conducted technical training for forklift operators

Team collaboration at Hutchison Ports Thailand

Young Potential Programme at Hutchison Ports ECT Rotterdam (The Netherlands)

MYPORT ALUMNI NETWORK: DRIVING COLLABORATION AND GROWTH

The MyPORT Development Programme at Hutchison Ports is a flagship initiative aimed at cultivating leadership skills among junior to middle management talent across various functions and regions. By fostering skills such as innovative thinking, stakeholder management, and cross-cultural collaboration, empowering our talents to drive meaningful impact in a fast-changing global landscape.

The cohorts of 2022-2023 commemorated their graduation in December 2023. Their capstone project presentations, showcased strategic insights and garnered widespread acclaim, thereby underscoring the programme's success in cultivating high-potential talent.

Building upon this significant milestone, the MyPORT Alumni Network was established in 2024 to maintain momentum and foster long-term connections among graduates. This network serves as a dynamic platform to enhance cross-BU relationships, promote continuous learning, and expand both operational and strategic networks.

Insights from Leaders:
Offering access to top leaders' perspectives on industry trends and leadership anecdotes to enrich business acumen and leadership understanding.

Meaningful Connections:
Extending programme relationships to create a robust, cross-functional, and cross-regional network.

Peer Knowledge Sharing:
Promoting continuous growth through collaborative exchanges and idea-sharing among alumni.

Skill Application:
Facilitating the practical application of critical skills such as persuasive communication, influencing without authority, and innovative problem-solving in real-world scenarios.

By connecting alumni and leveraging their MyPORT experiences, the network plays a vital role in driving leadership development and collaboration within Hutchison Ports, enabling meaningful contributions and growth.

4.1 COLLEAGUES

4.1.3 WELLNESS, ENGAGEMENT & INCLUSION

INTRODUCTION

Hutchison Ports is dedicated to fostering a supportive, inclusive, and engaging workplace that prioritises employee well-being and drives retention. Our comprehensive approach ensures employees thrive through robust benefits, open communication, and a commitment to diversity and inclusion.

We provide benefits that go beyond statutory requirements, including parental leave, pension plans with financial guidance, extensive healthcare coverage, performance-based bonuses, and staff discounts, prioritising both employees and their family members. To amplify employee voices, we engage through surveys, town halls, conferences, workshops, and regular communications at both global and local levels, ensuring every stakeholder feels heard and valued. Our commitment to holistic well-being and a people-centric culture is driven through our global BEWELL initiatives. Through targeted initiatives, we promote diversity and inclusion across the organisation, celebrating varied perspectives and fostering an equitable workplace.

THE 3 CORES

CARE
To care involves adopting healthy habits and a lifestyle that promotes the well-being of ourselves and others. Respecting diverse thoughts and feelings is also crucial for creating a harmonious workplace and fostering better understanding among colleagues.

CONTRIBUTE
Recognising the contributions and capabilities of team members and expressing gratitude for their efforts and commitment is important. This also involves giving back and supporting a sustainable community.

COLLABORATE
As a global port group, fostering connections and support through collaboration is essential for creating a vibrant and supportive work environment.

BEWELL

The BEWELL Global Campaign was first launched in 2021 to promote Hutchison Ports' commitment to a positive culture and inclusive workplace. With the tagline "Your Wellbeing Matters!", the BEWELL framework addresses employees' physical, emotional, spiritual, social, and intellectual health. The campaign follows four key checkpoints: raising awareness, inculcating a gratitude mindset, driving behavioural change, and recognising achievements.

THE WELLNESS JOURNEY

CHECKPOINT #1
Well-being Awareness

The journey began with online interactive workshops introducing well-being concepts and educating participants on healthy practices, such as mindful breathing and relaxation exercises. It provided valuable knowledge for fostering a positive mindset and lifestyle. Participants particularly appreciated the pioneering laughter yoga event, designed to reduce stress and enhance happiness.

CHECKPOINT #2
Gratitude Movement

Checkpoint 2 introduced a gratitude mindset and behaviour. Three interactive activities on the BEWELL platform enhanced participants' interest and understanding of gratitude. Employees were encouraged to develop habits of appreciation. Various BUs launched initiatives to cultivate a culture of gratitude among employees.

CHECKPOINT #3
Wellness Challenge

Checkpoint 3 advanced holistic well-being by introducing a series of challenges. This initiative was further enhanced by a HR summit, which provided a platform for exemplary BUs to present their engaging well-being activities and share their learnings across regions.

CHECKPOINT #4 My Little Victory Lap

In the campaign finale, employees celebrated collective accomplishments in wellbeing, set realistic goals for a healthy lifestyle, and gained inspiration from peers to advance together. The checkpoint is designed with a carnival approach, featuring three online activities and two Global Huddle sharing events. Upon completion, employees and BU received awards to recognise participation and contributions to the global wellness campaign.

THREE ONLINE ACTIVITIES

ACTIVITY 1
My BEWELL Moment

Employees showcased their well-being achievements that elevate mood, enhance motivation and reinforce positive behaviour, cluster into a fulfilling presence.

ACTIVITY 2
Be a BETTER Me!

A weekly wellness hack for employees to help them become active, mindful, social and develop enriching habits with tiny adjustments in their daily lives.

ACTIVITY 3
Follow Me to BEWELL Victory

Empower employees to drive wellness with peer encouragement and collective accomplishment.

4.1 COLLEAGUES

GLOBAL HUDDLE

The huddle element of the Checkpoint 4 activity featured BEWELL advocates sharing their authentic experiences, reflections and lessons learned toward better health. Through role-modelling, employees are inspired to start their wellness journey and feel supported in the Ports community.

HUDDLE 1

Passion: Getting into The State of Flow focuses on how everyone can access an intensely focused and non-distracted state to reach full capacity effortlessly when they accomplish worthwhile and challenging activities.

Representatives from Yantian, Hong Kong, Pakistan, Poland and Spain shared their insightful experiences, enriching participants' understanding, competence, and determination in their personal and professional endeavours.

BEWELL Huddle Storytellers

HUDDLE 2

Building a Resilient and Purposeful Life emphasises how wellbeing pursuits contribute to optimal functioning and enable a fruitful life experience across the various spectrum of health.

Well-being advocates from United Kindgom, Netherland and Panama and Freeport shared their life experiences, highlighting their challenges, growth, achievements, and, most importantly, their dedication to people and the community.

BU Wellness Advocates

4.1 COLLEAGUES

BEWELL CEREMONY

BEWELL GROUP AWARDS

Special Compliments to Mr. Clemence Cheng and Mr. Stephen Ashworth, our Group Sustainability Committee Co-Chairperson and Managing Director, for the Most Impactful and the Most Innovative Awards selection.

MOST IMPACTFUL

CHAMPION : YANTIAN
EXCELLENCE : BEST, PPC

MOST INNOVATIVE

CHAMPION : HPUK
EXCELLENCE : FCP/FHC,
HPI/JICT/KOJA, MITT

MOST FAVORITE

CHAMPION : HPUK, UAE
(HAJT/HLL/RAK/UAQ)
EXCELLENCE : All BUs in Mexico,
YANTIAN

TOP BU

CHAMPION : HIT
EXCELLENCE : UAE (HAJT/HLL/RAK/UAQ)
YANTIAN

With strong support of employees at all levels, Hutchison Ports successfully engaged approximately 3,000 participants from 35 BUs in wellness pursuits. Participants earned badges and certificates to commemorate their achievements. Positive feedback indicated that BEWELL provided a valuable opportunity for participants to experience wellness and feel engaged in the global Ports community. BUs also received Group Awards in recognition of their contributions to enriching employee well-being, driving employee engagement, and creating positive impacts for employees' work and personal life.

Hutchison Ports Head Office and Hutchison Ports HIT (Hong Kong, China), Hutchison Ports Gdynia (Poland), Hutchison Ports MITT (Myanmar), and BUs in United Arab Emirates celebrated employee well-being achievements locally.

4.1 COLLEAGUES

HEALTHCARE PROVISION AND HEALTH EDUCATION

As a responsible employer, Hutchison Ports is dedicated to promoting employee health awareness and ensuring timely access to health checks and preventative treatments. Healthcare services in most BUs cover routine medical checkups and easily accessible vaccination programmes near workplaces. In addition, health seminars covering various topics are organised to provide employees with essential information for maintaining physical, emotional, and spiritual well-being.

Mammography screenings were conducted at Hutchison Ports Gdynia (Poland)

Annual vaccine drives at Hutchison Ports MITT (Myanmar)

Medical health camp at Hutchison Ports UAQ (United Arab Emirates)

Hutchison Ports places a strong emphasis on health education and demonstrates a commitment to the health and well-being of its employees. Through various initiatives across its global locations, the company ensures that employees are well-informed and supported in maintaining their physical and mental health. A variety of health-related activities and training sessions are provided, reflecting Hutchison Ports' ongoing efforts to cultivate a healthy and supportive work environment.

Hutchison Ports Thailand provided training on the use of life saving defibrillators

ENGAGING A DYNAMIC WORKFORCE

A business's success fundamentally relies on the strength of its team. To foster harmony and strengthen engagement, a variety of activities took place throughout the year. Staff gatherings were conducted to celebrate business achievements and recognise staff contributions, including long service awards, lucky draws, and performance appreciation, often joined by senior management. Employee and family days, team-building activities, and sports events were widely embraced.

Hutchison Ports YANTIAN (China) organised Summer Camp for employees' children

Hutchison Ports BEST (Spain) held family day

BUs in Mexico celebrated Children's Day

Hutchison Ports United Kingdom organised health challenges in support of the Paralympics

Hutchison Ports is dedicated to providing sports and recreational facilities onsite to cater for employees' easy access at varying work shifts, promoting wellness and staff bonding. Our employee-led sports and recreation clubs that enhance teamwork and empower committee members to plan and lead activities, such as cross-team competition and cross-company tournaments, further strengthening engagement and promoting the company's brand in the community.

Hutchison Ports EIT (Mexico) hosted a Lightning Football Tournament

Hutchison Ports Gdynia (Poland) participated in the Climate Classic Poland Race

Hutchison Ports Thailand organised a sports day at Sri Racha Arena Sports Club

4.1 COLLEAGUES

EMBRACING DIVERSITY AND INCLUSION

Hutchison Ports cultivates an inclusive workplace that reflects the rich diversity of its global communities. We integrate Diversity and Inclusion principles across all operations—spanning recruitment, professional growth, engagement, and retention—valuing differences in culture, gender, age, ethnicity, religion, and ability. This commitment shapes our identity, sparking innovation, promoting equitable access to opportunities, and strengthening organisational resilience.

AWARENESS BUILDING AND APPLICATION

Hutchison Ports is committed to cultivating awareness and learning about D&I among employees through campaigns, workshops, and training sessions. This ongoing cultivation facilitates employees working in an inclusive environment that respects and values individuals from diverse backgrounds and perspectives. In 2024, a dedicated global training is organised via the Global Connect initiative, enabling employees across all ports to access and gain a better understanding of inclusivity as a leader and for the team. During the session, participants learned to propel a growth mindset to reframe discrepancies and alter thinking to create resilient spaces for self and others, cultivating value and balance in teams and in the organisation. Different BUs arranged experience workshops and activities to promote inclusive behaviour and support employees with diverse needs.

Hutchison Ports United Kingdom celebrated LGBTQ Pride Month

Hutchison Ports ECT (The Netherlands) continued its reintegration desk programme to support colleagues with physical or mental challenges

Hutchison Ports PPC (Panama) staff wore mismatched socks to raise awareness for World Down Syndrome Day

Hutchison Ports Busan (South Korea) and Hutchison Ports Gwangyang (South Korea) tailored D&I workshop

Hutchison Ports BEST (Spain) joined the Indoor Soccer Tournament with other port and logistics communities to benefit the integration of disabilities

Hutchison Ports HIT (Hong Kong, China) held experiential latte art workshops and sign language lectures by hearing-impaired trainers

4.1 COLLEAGUES

CELEBRATION OF CULTURE, RELIGION, AND ETHNICITY

Hutchison Ports honours the rich tapestry of cultures, ethnicities, and religions within the workforce. The company actively recognise and celebrate significant traditions and events, fostering a sense of belonging and unity. Employees participated in these vibrant occasions, experiencing joy and strengthened cohesion.

Dragon dance performances in Hutchison Ports SITV (Vietnam)

Hutchison Ports Thailand celebrated Songkran Festival

Hutchison Ports PPC (Panama) celebrated Black heritage

Hutchison Ports BUs in Pakistan celebrated Independence Day

PROMOTING WOMEN EMPOWERMENT AND GENDER EQUALITY

Hutchison Ports leads the way in adopting technological advancements and remote technologies, offering a welcoming and supportive environment for women in traditionally male-dominated roles. This is crucial for addressing the gender imbalance in the maritime industry. Our recruitment teams collaborate with business leaders to redesign job roles, aligning them with the new opportunities brought by these advancements. Additionally, Hutchison Ports actively engages with local communities and educational institutions to showcase the workplace opportunities available for women within the company and our devotion to supporting women at work. Considerable efforts were made to celebrate both national and international days in recognition of women and men, highlighting the organisation's commitment to honour contributions of both genders across various roles. We continue to prioritise the well-being of both male and female employees in our workforce, ensuring their overall working conditions are continually improved and fostering a supportive and inclusive environment for all employees

Hutchison Ports ICAVE (Mexico) promoted breast cancer awareness

Hutchison Ports FCP & FHC (Bahamas) participated in Wear Something Orange Day in support of stopping violence against women

Hutchison Ports Pakistan celebrated International Woman's Day

Hutchison Ports OICT (Oman) celebrated Omani Women's Day

Hutchison Ports PPC (Panama) celebrated International Men's Day

Hutchison Ports Gdynia (Poland) took part in the 1st Women of the Sea Convention under the theme - Safe and Diverse

Menopause Café at Hutchison Ports United Kingdom

4.2 COMMUNITY

4.2.1 GO GREEN & DOCK SCHOOL

INTRODUCTION

Hutchison Ports operates a global network of ports and recognises its responsibility to local communities. These communities provide essential expertise for operations, including personnel and suppliers. Hutchison Ports supports these communities through two flagship campaigns: "Go Green", which promotes sustainability, and "Dock School", which focuses on educational development for young leaders. These campaigns ensure long-term and steadfast support for local communities.

PROGRESS

In 2024, Go Green & Dock School achieved great success. A total of 32 ports across 19 countries conducted over 110 activities and planted more than 16,000 trees. This represents a 62 per cent increase in tree planting compared to 2023. The activities engaged over 2,000 students, providing valuable experience and insights.

2024 GO GREEN OUR OCEANS PROJECT
"Together we can make it happen."

Our Oceans Project	GLOBAL CONNECT / Go Green	Pilot: Coral Restoration Project	Local BUs Go Green & DOCK School
JAN 2024	**29 FEB 2024**	**End of APR 2024**	**Q2 onwards**

OUR OCEANS PROJECT

In 2024, Hutchison Ports supplemented its flagship campaigns with a new initiative - Our Oceans Project that aligns with its broader sustainability strategy. Our Oceans Project is a partnership with the WWF. The project comprises a series of ocean-related activities and climate change educational programmes for staff, Dock School students, and community members, with significant efforts made at the local BU level throughout the second half of 2024.

PROJECT LAUNCH

In the first quarter of 2024, Hutchison Ports hosted a Global Connect sharing session with guest speakers from the WWF and our local CSR partner in Thailand. The online session provided insights into the environmental impact of oceans on the maritime and port industry and shared inspiring community investment stories. Following the kick-off, Hutchison Ports supported a six-month coral restoration programme in Hong Kong, starting in April. This included eco-tours and interactive workshops for local staff.

GLOBAL CONNECT X WWF — Sustainability in Community - Go Green: Our Oceans Project

7 divisions **36** ports in **20** countries have participated

376 staff signed-up and **250+engaged** staff constantly stayed online

A wide range of departments and staff profiles are covered

4.2 COMMUNITY

OUR OCEAN PROJECT ACTION AT BU LEVEL

CORPORATE CENTRE AND BUs IN HONG KONG

The Go Green Our Oceans Project in Hong Kong commenced in late April. On World Ocean Day, members of the Environmental Awareness Committee, representing Hutchison Ports, HPH Trust, Hongkong United Dockyards, and Hongkong Salvage & Towage Services visited the WWF-HK Hoi Ha Marine Life Centre. Additionally, a staff and family tour was organised on 21 September. The staff at the marine life centre delivered an informative presentation on the diverse marine life in Hong Kong, followed by a coral observation trip aboard a glass-bottom boat. Participants learned about the threats to our oceans, observed various corals and fish, and took part in a coral cookie workshop.

1. Hutchison Ports BEST (Spain)

Hutchison Ports BEST (Spain) has extended its partnership with the CRAM Foundation for the third year in a row to protect marine wildlife. Together, they have conducted educational sessions and team-building exercises on the nearby beach. This collaboration supports research and conservation efforts for marine species in the Mediterranean. On 4 October, Hutchison Ports BEST (Spain) staff members participated in a boat excursion to observe marine life and attended a workshop on microplastics in the oceans.

2. Hutchsion Ports EIT and ECV (Mexico)

On World Ocean Day, Hutchison Ports EIT and Hutchison Ports ECV in Mexico collaborated with local community stakeholders, including the Marine Secretariat and ASIPONA, to organise a beach and creek clean-up. A total of 155 participants, including 50 staff members, removed waste that could potentially enter the sea. 25 students from our Dock School also attended the event, where they received an insightful sharing on environmental protection and oceans, followed by a port tour.

3. Hutchison Ports Thailand

Hutchison Ports Thailand launched a comprehensive Go Green programme in partnership with the Faculty of Maritime Studies at Kasetsart University. This initiative encompassed tree planting on the university campus, a painting competition themed "Green Port Saves the Ocean", and a "Waste2Worth" recycling workshop that engaged local community. Hutchison Ports Thailand also contributed to WWF Thailand to support their Dugongs and Seagrass Conservation Project in Trang province.

4. Hutchison Ports Pakistan

Since 2021, Hutchison Ports Pakistan has been participating in a five-year mangrove plantation project with WWF Pakistan. In 2024, the project aimed to plant 100,000 saplings. Community engagement is crucial for environmental stewardship and raising awareness about the importance of mangroves in the ecosystem.

5. Hutchison Ports PPC (Panama)

Hutchison Ports PPC (Panama) joined forces with several companies in a beach clean-up organised by the Panama Maritime Chamber to commemorate World Oceans Month. Over 150 volunteers demonstrated a strong commitment to combating marine pollution. Hutchison Ports PPC's leadership in this collective effort highlights its dedication to environmental stewardship and its role as a responsible corporate citizen in Panama.

6. Hutchison Ports Indonesia

Hutchison Ports Indonesia teamed up with "The Smiling Coral Indonesia" for a CSR initiative on World Ocean Day. They planted mangroves and transplanted coral reefs with students from the Dock School programme. The initiative empowered staff and students to preserve coastal ecosystems and connect with their environment. Participants also attended a workshop on marine life and conservation, encouraging them to support sustainable practices for ocean health.

4.2 COMMUNITY

GO GREEN

Throughout the year, the flagship campaigns consistently invigorated and achieved great success at the BU level. The Go Green campaign, with activities including tree planting and beach clean-ups, was particularly impactful. There was a remarkable 62 per cent increase in trees planted in 2024 compared to 2023.

Hutchison Ports Gwangyang (South Korea) & Hutchison Ports Busan (South Korea)

Hutchison Ports FCP (Bahamas) & Hutchison Ports FHC (Bahamas)

Hutchison Ports SITV (Vietnam)

HPH Trust (Hong Kong, China)

Hutchison Ports Sohar (Oman)

Hutchison Ports MITT (Myanmar)

Hutchison Ports KICT (Pakistan)

Hutchison Ports Alexandria (Egypt)

DOCK SCHOOL

Besides providing financial aid, local BUs initiated various educational programmes to help students learn more outside of school. These programmes include terminal tours, training sessions, placements and internships, scholarships, and activities focused on the environmental protection.

Hutchison Ports Thailand

Hutchison Ports SITV (Vietnam)

Hutchison Ports Ajman (United Arab Emirates)

Hutchison Ports Pakistan

OTHER GREEN INITIATIVES

Hutchison Ports Port of Felixstowe (United Kingdom) Staff Participate In Big Seaweed Survey

Several colleagues from the Port of Felixstowe, who are concerned about ocean conservation, participated in The Big Seaweed Survey. This national initiative, organised by the Marine Conservation Society, the Natural History Museum, and community scientists, aims to study seaweed along the UK coast to better understand and protect ocean habitats

Hutchison Ports MITT (Myanmar) Reducing Plastic Use Activity

As a part of Go Green Campaign, Hutchison Ports MITT (Myanmar) started to reduce the use of plastic to hail the World Environment Day on 5 June. Staff actively participated in the reducing plastic use campaign by using recyclable bags instead.

To celebrate World Environment Day on 5 June, Hutchison Ports MITT (Myanmar) launched efforts to reduce plastic usage as part of the Go Green campaign. Staff members actively participated by choosing recyclable bags over plastic ones.

EUROPE

🌳 To commemorate the maiden call of A.P. Moller Maersk's first methanol-fueled ship, **Hutchison Ports Port of Felixstowe (United Kingdom)** pledged to plant a tree for every guest. This initiative resulted in the planting of 35 Wild Cherry Blossom trees at Felixstowe High School.

👨‍🎓 **Hutchison Ports Gdynia (Poland)** hosted a terminal visit for local technical school students, introducing them to terminal operations. The students observed both office-based planning and yard activities.

THE AMERICAS

🌳 **Hutchison Ports FHC (Bahamas)** successfully harvested approximately 4,000 propagules, surpassing the goal of 3,000. Together with previous efforts, the total now stands at around 6,000 propagules. Staff members teamed up with friends from a neighbouring company contributed to this significant achievement, demonstrating our commitment to environmental restoration.

👨‍🎓 **Hutchison Ports ICAVE (Mexico)** helped renovate the dock school's bathrooms, benefiting 240 elementary students. The renovations included painting ceilings, walls, and doors, installing new fixtures, and adding toilets. Additionally, Hutchison Ports ICAVE (Mexico) donated plants to the school as part of its Go Green initiatives.

🌳 **16,782**

👨‍🎓 **2,094**

MIDDLE EAST & AFRICA

🌳 **Hutchison Ports RAK (United Arab Emirates)** organised a Go Green Campaign to enhance green spaces and promote environmental sustainability at Saqr Port. All participants joined together to plant 60 trees, making it a memorable and fruitful occasion.

👨‍🎓 **Hutchison Ports Alexandria (Egypt)** organised a six-week summer internship programme for non-graduate Egyptian youth to enhance their work-related skills and knowledge.

ASIA & AUSTRALASIA

🌳 **Hutchison Ports MITT (Myanmar)** held a Tree Planting Ceremony with the Forest Department on 25 July, where 95 staff members and six Forest Department officials planted 300 trees at the Ban Bway Gone Reservoir near the terminal.

👨‍🎓 **Hutchison Ports SITV (Vietnam)** organised a terminal tour and a climate change education talk for 92 Grade 5 students from Hac Dich Primary School on 22 May.

2024

Go Green · Dock School

🌳 **Go Green**
Number of trees planted

👨‍🎓 **Dock School**
Number of students supported

4.2 COMMUNITY

4.2.2 COMMUNITY ENGAGEMENT

Hutchison Ports actively participates in various charitable activities and community projects that benefit the communities where it operates. These local initiatives, managed by our BUs, complement the Group's main programmes and are often organised by dedicated port committees focused on aiding those in need. The following is a selection of the hard work and dedication demonstrated at the BU level.

Hutchison Ports MITT (Myanmar) Donates Oxygen Concentrators

To contribute to the community, Hutchison Ports MITT (Myanmar) management team, along with all staff members, formally donated 75 oxygen concentrators to hospitals, nursing homes, and charitable organisations in the Irrawaddy and Bago Divisions.

Hutchison Ports UAQ (United Arab Emirates) Supports National Sports Day 2024

Hutchison Ports UAQ (United Arab Emirates) extended its support to the National Sports Day 2024, an event organised by the Executive Council of Umm al Quwain Emirate. The event involved collaboration among various Federal and Semi-Government authorities. It featured a variety of sports activities, engaging both staff members and community members of Umm al Quwain Emirate.

Hutchison Ports Thailand Organises Regular Blood Donation

Forty-six employees donated blood to the Thai Red Cross at the Laem Chabang Port Welfare Centre. This initiative helps maintain blood reserves for patient treatment and supports hospitals facing shortages nationwide. Blood donations are held quarterly in January, April, July, and October each year.

Hutchison Ports BEST (Spain) Partners with Hospital Joan de Deu

Hutchison Ports BEST (Spain) has been actively involved in a teaming project with Hospital Sant Joan de Deu in Barcelona, providing donations to children in the Oncology Unit and their families. For the past ten years, around 100 employees at Hutchison Ports BEST (Spain) have participated in this project alongside the company.

Hutchison Ports United Kingdom Organises a series of community events

In 2024, Hutchison Ports United Kingdom hosted multiple community events, including raffles for the British Heart Foundation, the November Challenge, and the Dragon Boat Race, which supported the local charity "Brave Futures".

Hutchison Ports Gdynia (Poland) Participates One Terminal Run 2024

The fourth ONE Terminal RUN at Hutchison Ports Gdynia (Poland) was a resounding success. The event saw participation from over 1,000 adults and 400 children. Maritime industry sponsors showcased their offerings at the event, with all proceeds donated to charitable causes. The remaining funds from the ONE Terminal RUN event were used to equip the Special Education Centre's computer lab with essential software stations and printer, enhancing the learning environment for children with disabilities.

Hutchison Ports Busan (South Korea) Receives Recognition for its Contribution to Community Engagement

On 12 December, the social caring group of Hutchison Ports Busan (South Korea) received a commendation from the Mayor of Busan for their exceptional contributions to local community development and betterment. This honour underscores their dedication to social responsibility and community service.

Hutchison Ports Sydney (Australia) Participates in Volunteer Work

In November, Hutchison Ports Sydney (Australia) collaborated with Conservation Volunteers Australia and NSW Ports on a tree planting project at Sir Joseph Banks Park. The initiative aimed to regenerate the parkland and build houses for the local ringtail possums.

4.2 COMMUNITY

4.2.3 COMMUNICATIONS

INTRODUCTION

Hutchison Ports employs various channels to communicate effectively with employees and key stakeholders. It is crucial to enhance the workforce's understanding of the business and strengthen their connection to the company's values and strategic goals. Communication means are customised for internal and external audiences, with external publications catering to diverse parties and internal communications delivered through workshops, forums, or written materials.

EXTERNAL COMMUNICATION

OPPORTUNITY MAGAZINE

Hutchison Ports regularly publishes an in-house magazine "Opportunity". It features articles and case studies on technology, strategic development, sustainability, and corporate strategy. This magazine is a key communication tool, sharing our values and progress with customers, colleagues, and the global shipping community. It highlights our key achievements and projects, providing valuable insights for sustainable supply chain partners. In 2024, "Opportunity" transitioned to an online-only magazine, aligning with the company's environmental goals to conserve resources whenever possible.

NET-ZERO VIDEO

Hutchison Ports has unveiled a three-minute net-zero promotional video to underscore our commitment to reducing GHG emissions and achieving net-zero by 2050. Starting with introducing Hutchison Ports' integral role in the global supply chain, the video then showcases our efforts in decarbonising operations, including the implementation of various emissions reduction strategies, securing approval from the SBTi, and the progress made towards our near-term and net-zero targets. The video stands as a testament to Hutchison Ports' dedication to sustainability and our proactive approach to addressing climate change. It not only informs but also inspires stakeholders to join Hutchison Ports on our journey towards a more sustainable future.

INTERNAL COMMUNICATION

WEEKLY BULLETIN

The weekly bulletin, issued every Friday, is a global newsletter that keeps all employees informed about ongoing updates and global events. All BUs are encouraged to contribute their updates.

GLOBAL HR NEWSLETTER

The bi-annual Global HR Newsletter highlights success stories from BUs worldwide, focusing on knowledge sharing, learning and development, wellbeing, and D&I. It aims to enhance cross-BU communications, celebrate achievements, and drive the global implementation of one of our core sustainability pillars – Our People. In 2024, the newsletters featured 74 BUs' contributions and key updates.

- Updates on the flagship BEWELL Campaign, especially checkpoint 4 (*My little Victory Lap*);
- Updates from BUs who have integrated the BEWELL campaign into their day-to-day working;
- News on recognition awards for different aspects of the campaigns;
- Updates on the MyPort Development Programme and other leadership sessions;
- Recognition of key milestones including anniversaries and production indicators.

SUSTAINABILITY COMMUNICATIONS

In 2024, the Group continued publishing its sustainability newsletter, highlighting significant progress, key strategies, and drivers of the Hutchison Ports sustainability programme. Key messages in 2024 focused on:

- Updates on decarbonisation performance
- New sustainability reporting requirements, including CSRD and ISSB
- Progress of key sustainability initiatives
- Upcoming sustainable strategies and programmes
- Reporting key performance metrics

05
OUR BUSINESS

5.1 GOVERNANCE

5.1.1 INTEGRATED OVERSIGHT

OVERVIEW

Hutchison Ports maintains robust governance structures to ensure responsible operations across its business and value chain. The foundation of effective governance lies in establishing clear policy commitments, systematically identifying and assessing risks, and implementing appropriate mitigation measures. In response to increasingly complex regulatory landscapes, particularly with heightened scrutiny on supply chain practices, Hutchison Ports is initiating structured processes to enhance transparency and ensure full compliance with emerging regulatory developments.

SUSTAINABILITY AT THE CORE OF BUSINESS STRATEGY

Hutchison Ports embeds sustainability into its core operations through a structured governance model led by the GSC. Functional teams develop initiatives that are aligned with the Group's strategic objectives, while local BUs implement them through dedicated sustainability committees. These efforts are coordinated with the Group SSE team to ensure consistency across the Group, particularly in areas like decarbonisation, which align with the Group's sustainability vision. By integrating sustainability into digital innovation, risk management, and operational planning, Hutchison Ports ensures that environmental and social responsibility drive long-term business value.

RESPONSIBLE BUSINESS

To address key aspects of responsible business, various committees have been established. For example, the SAFCOM and the SECOM are tasked with overseeing safety and physical security respectively. As outlined in   , GSC provides strategic leadership and direction for Hutchison Ports' sustainability agenda. Some BUs also have their own committees locally, such as safety and sustainability committees, to drive local initiatives. Our Cyber Security Committee comprises technical specialists and representatives from Group IT, Group Operations, and Group Engineering, which manages cyber security risks and defences. The Internal Control and Risk Management (ICRM) Steering Committee oversees matters related to risk management and internal controls. Group Compliance plays a pivotal role in ensuring the alignment and adoption of group-wide policies issued by our parent company, CKHH, across our operations.

POLICY MATTERS

The Group's strategies are guided by an extensive set of policies, which are updated regularly to reflect regulatory changes or address any identified gaps. At the BU level, local policies are developed to ensure compliance with local legislation. These policies are made accessible in multiple languages across our terminals. All employees are required to familiarise themselves with these policies and, where applicable, declare their compliance, including adherence to the Code of Conduct. Compliance declarations also take into account the specific roles and associated policies relevant to these roles. Below is a list of key operational policies that form the foundation of our governance and sustainability framework.

POLICY INTEGRATION

All Hutchison Ports' policies are approved by the Group Managing Director and subsequently disseminated to various parties, including Division Heads and BU Heads, to ensure their integration within BUs. Group policy training is mandatory for new employees as part of the induction programme, offering essential guidance on the policies that govern various business processes from the beginning.

Each policy is owned by a designated party at the Group Level, responsible for updates and compliance. When a policy is updated, the Group issues the revised version along with notifications to ensure that only the latest version is used for compliance purposes. Specialised training on relevant policies is provided based on an employee's role to enhance compliance and risk management. Additionally, an e-learning platform is available for employees. Policies are accessible on the intranet and distributed to relevant stakeholders as necessary.

GOVERNANCE POLICIES

▶ Code of Conduct

▶ Anti-Fraud and Anti-Bribery Policy

▶ Policy on Personal Data Governance

▶ Information Security Policy

▶ Business Continuity Management Policy

▶ Whistleblowing Policy

▶ Group Cyber Security Policy

▶ Group Cyber Security Acceptable Use Policy

▶ Group Cyber Security Incident Reporting Policy

▶ Policy on Reasonable and Ethical Procurement, Implementation and Use of Artificial Intelligence

SUSTAINABILITY POLICIES

▶ Sustainability Policy

▶ Environmental Policy

▶ Biodiversity Policy

▶ Safety Policy

▶ Human Rights Policy

▶ Modern Slavery and Human Trafficking Statement

▶ Supplier Code of Conduct

▶ Health and Work Environment Policy

▶ Dangerous Goods Policy

POLICIES

5.1 GOVERNANCE

CODE OF CONDUCT

The Code of Conduct sets out standards for employees and provides comprehensive guidelines on business conduct. It encompasses various topics, including conflict of interest, fair dealing and integrity, bribery, personal data protection and privacy, maintaining a safe and healthy workplace, environmental protection, and reporting of illegal or unethical behaviour. Non-compliance with the Code of Conduct will result in disciplinary actions, including termination of employment.

The Group rigorously monitors pertinent laws and regulations that significantly impact the organisation and has instituted measures to ensure full compliance. For instance, regular refresher training sessions on Competition Law are conducted to enhance staff awareness and ensure adherence to legal standards.

HUMAN RIGHTS

The Group Human Rights Policy is guided by international human rights principles outlined in the Universal Declaration of Human Rights, including those within the International Bill of Human Rights and the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work. Additionally, the Group adheres to the international human rights principles under the United Nations Guiding Principles on Business and Human Rights. Policies are established and updated with consideration for at-risk or vulnerable stakeholders, where applicable.

ANTI-FRAUD AND ANTI-BRIBERY

The Anti-Fraud and Anti-Bribery Policy defines fraud and bribery behaviours and outlines employee responsibilities. All employees are required to adhere to this Policy as well as any additional requirements set by local laws and regulations. Online training on anti-fraud and anti-bribery is provided to all new employees. According to the latest risk assessment in 2024, fraud and unlawful or illegal activities is identified as one of the key risks on the Group Risk Register. Business partners are required to comply with the organisation's anti-corruption policies as outlined in their contractual agreement.

WHISTLEBLOWING

The Whistleblowing Policy encourages employees and other stakeholders including customers, suppliers, creditors, and debtors, to report any suspected impropriety, malpractice, or misconduct. Reports can be made either in person or through our internal reporting systems. The policy ensures that all reports are treated confidentially and investigated impartially. Individuals who make genuine and appropriate reports are protected against retaliation, such as unfair dismissal or disciplinary actions. Reporters will be kept informed about the status of the investigation, and the findings will be communicated to the Audit Committee of CKHH.

DATA PROTECTION

Hutchison Ports operates under various data protection regulations across multiple jurisdictions. A key regulation is the European Union's General Data Protection Regulation (GDPR). To address this, Hutchison Ports has established the Policy on Personal Data Governance, which all employees must understand and adhere to. This policy encompasses data retention, individual rights, information security, and international transfer of personal data. It includes provisions for legitimate data collection purposes and safeguards for data processing. Additionally, the Information Security Policy outlines the Group's approach to protecting data confidentiality, integrity and availability, and managing security incidents.

BUSINESS CONTINUITY

The Group has in place a BCM Policy aimed at ensuring that all its BUs are prepared to resume and sustain their operations in the event of various disruptive conditions. These conditions include natural disasters such as earthquakes and floods, as well as man-made incidents like cyber-attacks and power outages. The BCM Policy is a proactive measure to safeguard the continuity of business activities and minimise the impact of unforeseen events.

To achieve this, the policy mandates that each BU establishes a Business Continuity Management Committee. This committee is tasked with defining the Business Continuity Plan (BCP), which outlines the procedures and actions to be taken during an emergency. The committee also organises the Incident Response Team (IRT), which is responsible for responding promptly to emergencies and implementing the BCP effectively. Additionally, the policy mandates BCM training for staff to ensure they understand their roles during emergencies. Regular drills are conducted to test the BCP's effectiveness and the IRT's readiness, helping to identify gaps and improve continuously.

5.1 GOVERNANCE

5.1.2 VALUE CHAIN MANAGEMENT

OVERVIEW

Managing operations and value chain is crucial to maintaining business resilience. Hutchison Ports' ESG risk management strategy is anchored in fundamental principles, aiming to safeguard enterprise value and minimise the societal impact of business activities. With effective risk management practices, Hutchison Ports ensures that its operations remain sustainable and responsible over time.

INTERNAL CONTROL FRAMEWORK

Hutchison Ports adopted the "The Three Lines Model" to ensure robust governance and effective internal risk management. It underscores the importance of transparent communication among the three lines and reinforces the shared responsibilities of all three lines in managing risks effectively. By fostering alignment and accountability, it ensures that risks are systematically identified, evaluated, and addressed.

RISK IDENTIFICATION

The Enterprise Risk Management (ERM) framework at Hutchison Ports provides a structured and comprehensive approach to ensuring all BUs and affiliated functions proactively identify both existing and emerging risks that may influence operational performance and overarching business strategy. At the Group level, risk identification is informed by a diverse range of sources, including input from BUs, group-level assessments, post-incident evaluations, peer benchmarking, industry best practices, investor expectations, and evolving regulatory mandates.

RISK MANAGEMENT

Risk governance is led by senior management at the group level, who meet biannually to review BUs' risk assessments and determine strategic priorities. This top-down review complements the bottom-up assessment process at the BU level, ensuring that both localised and systemic risks are captured. Identified risks are assessed, evaluated, prioritised, and consolidated into reports that guide mitigation planning. This process includes the assignment of ownership to ensure accountability. Mitigation plans are developed accordingly, incorporating controls and action plans to reduce risk exposure to acceptable levels. Climate-related risks are also integrated into this process, supporting Hutchison Ports' decarbonisation goals.
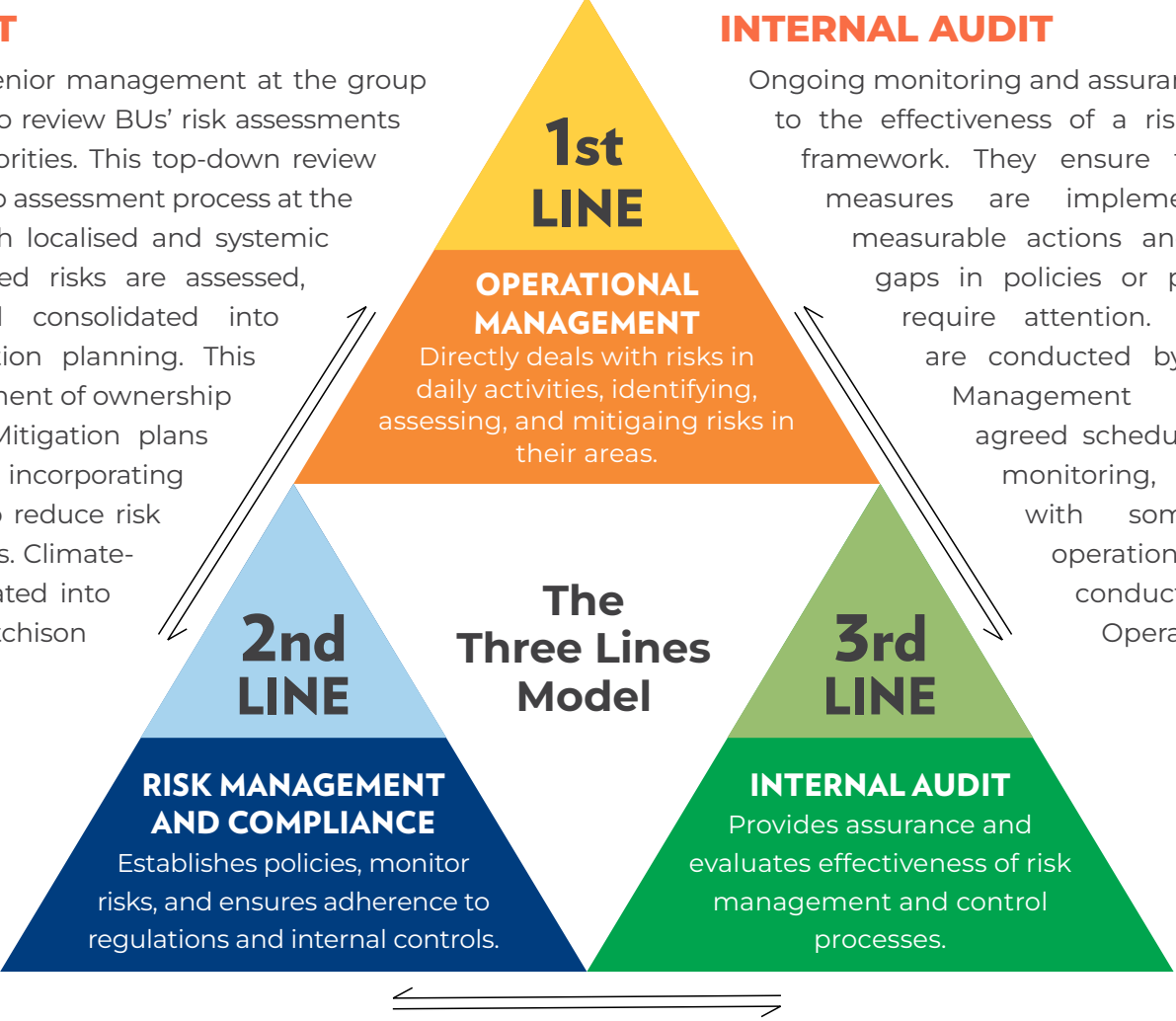
INTERNAL AUDIT

Ongoing monitoring and assurance are essential to the effectiveness of a risk management framework. They ensure that mitigation measures are implemented through measurable actions and help identify gaps in policies or procedures that require attention. Internal audits are conducted by CKHH Group Management Services on agreed schedules for ongoing monitoring, in conjunction with some specialised operational audits conducted by Group Operations.

1st LINE
OPERATIONAL MANAGEMENT
Directly deals with risks in daily activities, identifying, assessing, and mitigaing risks in their areas.

The Three Lines Model

2nd LINE
RISK MANAGEMENT AND COMPLIANCE
Establishes policies, monitor risks, and ensures adherence to regulations and internal controls.

3rd LINE
INTERNAL AUDIT
Provides assurance and evaluates effectiveness of risk management and control processes.

SUPPLIER CODE OF CONDUCT

The key policies of Hutchison Ports are introduced in the first section of this chapter. Of particular importance for the supply chain is the Supplier Code of Conduct, which articulates the expectations placed upon business partners and suppliers. Under this policy, suppliers are required to comply with all relevant local laws and regulations, uphold high ethical standards, safeguard employees' rights, and conduct operations in a responsible manner. The Code was formulated with reference to several internationally recognised frameworks, including the United Nation's Declaration on Human Rights and the International Labour Organisation Core Conventions, thereby aligning Hutchison Ports' practices with the global best practice.

SUPPLIER SUSTAINABILITY SELF-ASSESSMENT QUESTIONNAIRE

The second Supplier SSSAQ has undergone several changes to enhance its effectiveness and comprehensiveness. The updated questionnaire now places greater emphasis on ESG aspects and prioritises questions frequently raised by stakeholders. The selection criteria for key suppliers have been refined to focus on purchase value, targeting at the top 25 suppliers of each BU. This ensures that the most financially impactful suppliers are thoroughly evaluated.

The expanded scope now includes questions on scope 3 emissions data and suppliers' reduction plans to gather detailed information on their environmental impact and mitigation strategies. The questionnaire also asks suppliers about improvement plans and support needs in emission data collection or sustainability programme development in order to foster collaboration and continuous improvement. Additionally, sustainability engagement workshops will be conducted to enhance awareness among supply chain partners about decarbonisation and to initiate collaborative efforts to reduce carbon emissions.

5.1 GOVERNANCE

5.1.3 CYBER SECURITY

OVERVIEW

As Hutchison Ports Group embraces technological innovation and enhances automation and digitalisation, it assumes a crucial responsibility to ensure a secure and seamless transition.

This has become increasingly vital, given the surge in cyber-attacks on logistics providers, including those in the maritime industry, in 2024. As ports grow more reliant on technology for operational efficiency, it is imperative to build resilience and the capacity to counteract malicious actors. Such resilience is not only vital for the protection of individual ports and terminals but also for safeguarding the integrity of the entire value chain, given the high degree of interconnectivity and integration across all components.

GOVERNANCE

The management of cyber security within the port environment is inherently complex, reflecting the integration of diverse digital processes across both information technology (IT) and operational technology (OT) domains at Hutchison Ports. At the group operations level, the Cyber Security Committee (CYBERCOM) holds direct responsibility for fostering cyber security awareness and mitigating threats across all OT environments. This is accomplished through the development and

maintenance of standards and guidelines, as well as the dissemination of best practices.

The CYBERCOM convenes semi-annually, comprising representatives from key functions and senior management. It standardises security strategies at the group level, oversees cyber resilience across BUs, and provides support to those lacking resources for advanced security management. Furthermore, The CYBERCOM ensures compliance with various regulatory and legal requirements to safeguard the integrity of Hutchison Ports' operations. The Cyber Security Working Group, hosted by CKHH, includes representatives from other CKHH divisions to facilitate knowledge sharing and provide updates on regulatory changes and best practices.

The Information Security Custodians (ISCs) convene on a quarterly basis to address critical developments across various security domains. The ISCs are tasked with reviewing existing protocols and security management strategies and recommending enhancements where appropriate. Key security updates, industry trends, and advancements in security governance practices will be covered in the meetings. These meetings also serve to align internal and external stakeholders and reinforce Hutchison Ports' commitment to maintaining a resilient and adaptive security posture.

CYBER SECURITY PERFORMANCE METRICS

- Cyber Threat Intelligence (CTI) Service
- Incident Response Retainer (IRR) Service
- Vulnerability Management
- Security Test
- Cyber Incident Recovery (CIR)
- Cryptography Monitoring
- Asset Management

5.1 GOVERNANCE

STRATEGY

Several key strategies were launched and continue through 2024, aimed at advancing the company's defence maturity. These efforts focus on strengthening security controls, enhancing resilience, and optimising the performance of digital platforms. The following measures have been undertaken to achieve these objectives:

Enhanced Security Protocols
To ensure robust data protection, multi-factor authentication and cryptographic controls have been implemented across both cloud and on-premises environments. This initiative reflects a long-term commitment to safeguarding sensitive information and preserving operational integrity.

Comprehensive Training Programmes
Implement comprehensive employee training programmes to enhance awareness, develop skills, and foster a culture of security consciousness.

Enhanced OT Cyber Security
Implement customised security protocols to protect critical infrastructure and strengthen OT environments through specialised solutions that enhance visibility, threat detection, and risk management.
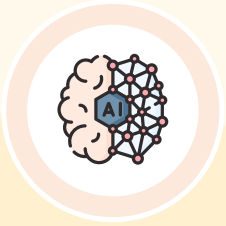
Cyber Threat Intelligence
The Cyber Threat Intelligence (CTI) service is actively strengthening cyber risk prevention efforts. It includes deep and dark web monitoring to detect potential threats and vulnerabilities. The CTI also delivers targeted threat analysis and timely updates on emerging risks, helping ensure a proactive and resilient security posture.
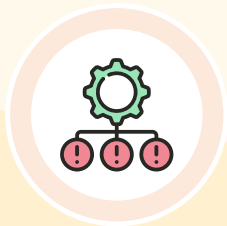
Vulnerability Management
Regular scans are performed on terminal IT systems to identify vulnerabilities, assess our security posture, highlight potential risks, and generate detailed reports with recommended remediation actions. This enables continuous monitoring and proactive risk mitigation.

5.1 GOVERNANCE

BUSINESS RESILIENCE

In the modern digital era, safeguarding critical system configurations and data is essential for businesses of all sizes. While traditional backup methods remain reliable, they often lack scalability, accessibility, and cost-efficiency. Cloud backup solutions address these limitations by securely storing data and system configurations on remote servers accessed via the internet. This approach offers several advantages over conventional methods:

Enhanced Security:
Employ robust encryption protocols to protect data during transmission and storage, ensuring sensitive information remains secure from unauthorised access and cyber threats.

Scalability and Flexibility:
Provide scalable storage capabilities, enabling businesses to adjust capacity according to changing requirements. This flexibility ensures efficient resource use without the limitations of physical storage.
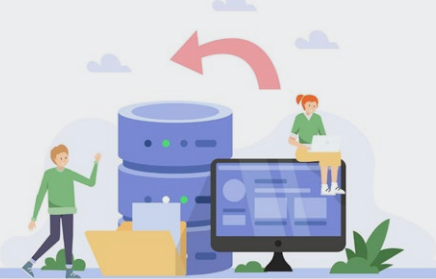
Automated Backup Processes:
Automated backup scheduling and incremental backups reduce IT workload while ensuring continuous data protection without manual intervention.

Cost-Efficiency:
Eliminate the need for on-premises hardware and related maintenance costs, offering a cost-effective solution for reliable data protection.

Adopting a cloud-based backup solution offers a forward-looking method for reducing the risks associated with data loss, system outages, and cyber incidents. By storing critical data and system backups in secure cloud infrastructure, the Group can enhance operational resilience, streamline disaster recovery, and maintain confidence in the reliability and accessibility of our digital assets.

RISK MANAGEMENT

The Cyber Incident Recovery (CIR) strategy incorporates a comprehensive Preparedness and Response Playbook to facilitate prompt and effective action in the event of a cyber incident. It defines clear Recovery Time Objectives (RTOs) and Recovery Point Objectives (RPOs) to guide recovery efforts. To further support operational continuity, a Cloud-Based Disaster Recovery (CBDR) system has been implemented, enabling rapid restoration of critical systems. BUs conduct annual cyber incident recovery drills to validate their ability to respond to scenarios such as ransomware attacks. Hutchison Ports also aligns its security practices with internationally recognised standards, including ISO/IEC 27001 for IT security and IEC/ISA 62443 for OT security.

DIGITAL SECURITY AWARENESS TRAINING

Hutchison Ports has invested in cyber security awareness training to enhance employees' understanding of cyber threats and preventive practices. The training covers key topics such as phishing, password security, and social engineering. Phishing, in particular, poses a significant risk by deceiving individuals into revealing sensitive information, potentially resulting in substantial operational and financial consequences. In addition to formal sessions, the company promotes awareness through initiatives such as security-themed screen savers, educational games with incentives, and informative animations accessible to all employees. These efforts have strengthened our cyber resilience and reduced the risk and impact of potential attacks.

5.2 SUSTAINABLE BUSINESS

5.2.1 PORTS IN TRANSITION

INTRODUCTION

Sustainability is not a standalone initiative — it is embedded within Hutchison Ports' business model as a strategic imperative. Our approach to building a sustainable business model integrates environmental stewardship, social responsibility, and robust governance across the entire value chain.

Hutchison Ports has made substantial progress in technological innovation within the maritime and port industry. This progress is evident through our continuous investment in research and development, which has led to the implementation of advanced technologies and automation solutions across the terminals.

As more automated and electric equipment is introduced to our terminals, it is crucial to consider the necessary facilities to support these advancements. Ensuring proper implementation and maintaining normal operations will depend on upgrading infrastructure, enhancing power supply systems, and seamlessly integrating new technologies into existing workflows. This comprehensive approach will maximise the benefits of automation while minimising disruptions.

This section outlines how we are transforming compliance into competitive advantage, leveraging digital innovation, and fostering cross-functional collaboration to ensure our business remains future-ready and environmentally responsible.

AUTONOMOUS TRUCKS (ATs)

One key development in our automation journey is the deployment of ATs. These automated vehicles are designed to significantly enhance operational efficiency, achieve cost-saving, reduce emissions, and improve safety within port terminals.

Building on our successful rollout of ATs in China, Egypt, Mexico, Thailand and United Kingdom, Hutchison Ports has progressively adopted new deployment and also extended AT fleet across multiple BUs and regions. Leveraging operational insights and lessons learned, Hutchison Ports continues to refine the automation strategies to enhance system reliability, optimise equipment utilisation, and ensure consistent performance. This ongoing commitment supports a broader objective of driving efficiency and resilience through innovation.

Rigorous testing and phased implementation were involved to ensure each deployment is tailored to the specific needs and conditions of the terminal. By analysing data and feedback from each site, informed adjustments can be made to the automation strategies, addressing any challenges and optimising performance. This iterative process allows to build a robust and reliable system that can adapt to varying operational needs and comply with international safety standards.

AT Global Rollout Timeline in 2024

Timeline chart showing rollout stages by region (Thailand, Hong Kong, Mexico, Abu Qir, United Kingdom, China) across Q1, Q2, Q3, Q4.

Legend: Preparations · T&C · Optimisation · Trial Run · Handover · Completion · Production · BSS · Feature Upgrade
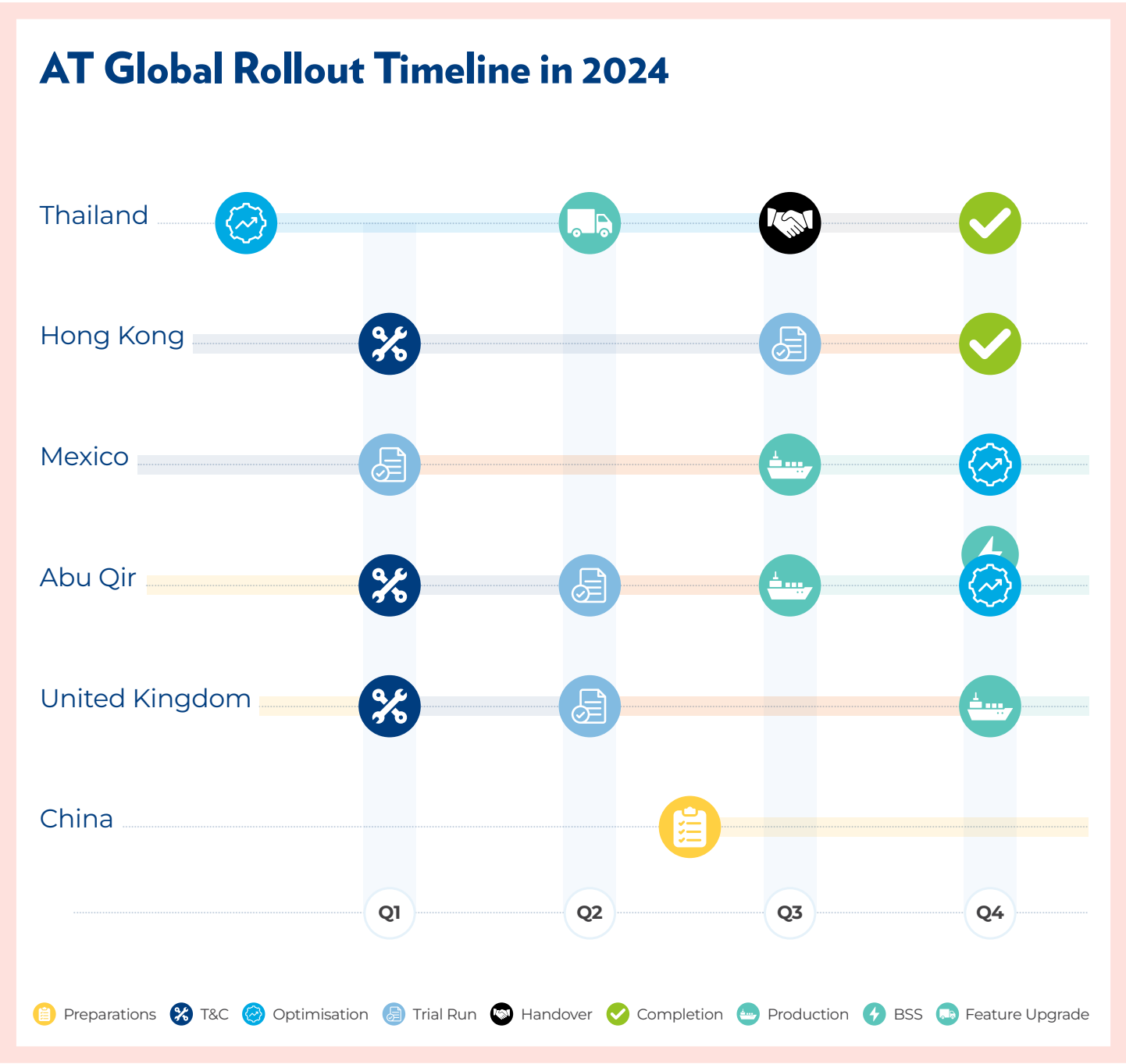
CASE STUDY

COMPLETE DEPLOYMENT OF AUTONOMOUS TRUCKS

In 2024, Hutchison Ports Thailand achieved a milestone by becoming the first terminal to complete deployment of ATs at the terminal. A total number of nine ATs operate in mixed traffic mode alongside manual trucks and have handled over 410,000 container moves by the end of 2024. The deployment of these trucks is part of Hutchison Ports' broader strategy to transform existing terminals with innovative equipment automation solutions.

Key Elements for HPT AT Implementation: Operations Analysis and Solution Design · Terminal Infrastructure Setup · Risk Assessment · Driver Education and Industrial Communication · Vehicle Test & Commisioning · Trials and Continuous Improvements
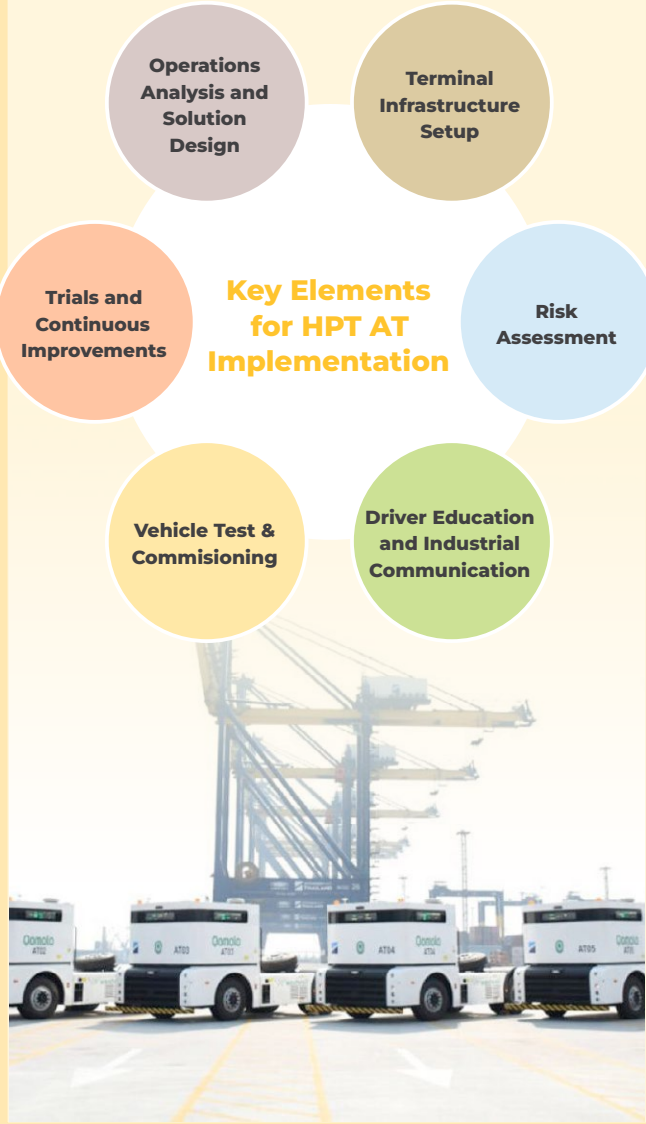
5.2 SUSTAINABLE BUSINESS

X-RAY SCANNING

Previously, manual truck drivers were responsible for transporting import containers through the x-ray machine before grounding them in the yard. With the implementation of ATs, containers can be x-rayed efficiently, eliminating the potential risk of excessive radiation exposure to drivers.

This involves implementing advanced scanning technologies that can accurately detect materials without exposing drivers to harmful radiation or other risks. Additionally, it is crucial to maintain effective and seamless operations by integrating these scanning processes into our existing workflows. This will help minimise delays, enhance security, and ensure compliance with international trade regulations, ultimately contributing to a safer and more efficient terminal environment.

OPERATIONAL MONITORING - GLOBAL DASHBOARD

As mentioned in _____, YSS was launched to monitor pedestrian safety. Alerts will be triggered whenever workers enter prohibited areas. During the early implementation stage, mandatory human intervention is required to address and resolve false alerts. To enhance monitoring and improve overall efficiency, a global dashboard was established.

This dashboard streamlines processes and transitions the system to the Cloud, providing a centralised platform for real-time data analysis. By eliminating mismatching issues, the dashboard facilitates data-driven decisions through advanced machine learning algorithms and other analytical tools. This integration not only enhances the accuracy of monitoring but also supports proactive safety measures and operational improvements across the terminal.

INTEGRATING YSS DATA INTO GLOBAL DASHBOARD

CASE STUDY

The YSS covers the rubber-tyred gantry crane operating yard in Hutchison Ports SAPT (Pakistan), which currently includes 16 blocks. It is equipped to detect and trigger alarms when human movement is identified in the yard area.

The global dashboard for YSS at Hutchison Ports enhances alarm monitoring and facilitates easy comparisons across terminals. It provides real-time monitoring of alarms, ensuring prompt detection and response. The dashboard supports benchmarking between terminals, identifying trends and areas for improvement. The dashboard is a powerful tool for enhancing operational efficiency and ensuring compliance with safety standards.
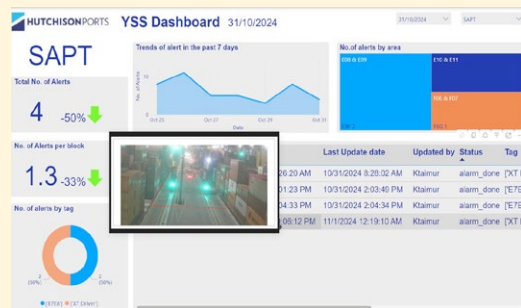
BATTERY SWAPPING STATIONS

Hutchison Ports is investing in upgrading infrastructure and enhancing power supply systems to support the increased use of automated and electric equipment. This comprehensive initiative involves upgrading the existing facilities to accommodate the latest technological advancement. By upgrading infrastructure, Hutchison Ports aims to create a seamless integration of automated and electric equipment into the operations which enhance overall efficiency and productivity.

ATs can be recharged in just six minutes without the need for human intervention at the battery swapping stations. The battery swapping process is fully automated, requiring no manpower. As more electric trucks are adopted in the terminal, the efficiency of operations will be greatly enhanced. This automated recharging capability not only saves traditional substantial charging time but also ensures that trucks can return to service quickly, maintaining a high level of productivity. The adoption of these advanced technologies will lead to notable improvements in operational efficiency, cost savings, and overall sustainability of terminal operations.

01	02	03	04
AT receives battery swapping instruction	AT finishes current two tasks and navigates to Battery Swapping Station	Robot automatically swaps AT current battery with a fully charged one	Swapping process completes
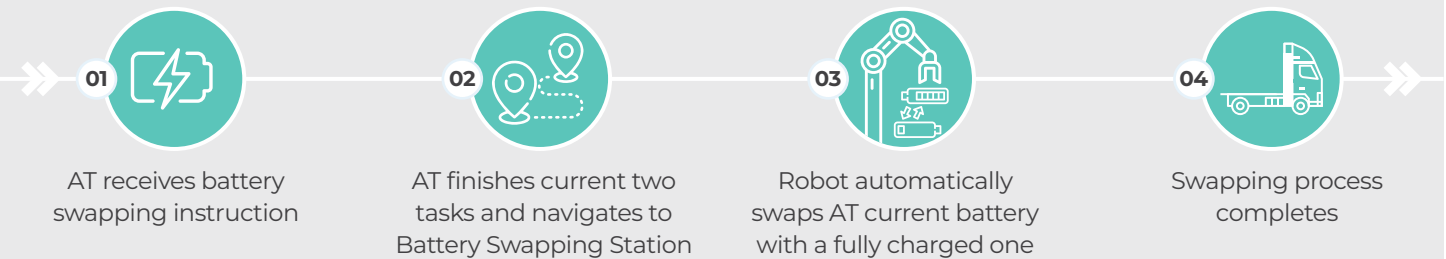
BATTERY SWAPPING STATION AT HUTCHISON PORTS ABU QIR (EGYPT)

CASE STUDY

The battery swapping process is completely automated and does not require any human intervention. The battery swapping process is fully automated and takes just six minutes. In contrast, charging the battery of an electric truck from 20 per cent to 98 per cent usually takes over 70 minutes. The battery swapping station is designed to support the daily operational needs of more than 50 electric trucks.

5.2 SUSTAINABLE BUSINESS

5.2.2 TERMINAL OPERATING SYSTEM

THE BACKGROUND

Hutchison Ports is advancing its sustainability and digital transformation agenda through the modernisation of its Terminal Operating System (TOS). At the heart of this transformation is the deployment of the fifth-generation TOS and the introduction of Veronica-as-a-Service (VaaS), a cloud-based platform that integrates seamlessly with the existing nGen systems. This evolution marks a significant shift from traditional, locally managed operations to a centralised, data-driven, and automation-enabled model.

TOS: COVERING FROM INSIDE TO OUTSIDE

TERMINAL OPERATION SYSTEM (TOS)
- ▶ Data Management
- ▶ Equipment Management
- ▶ Resource Management
- ▶ Execution Management
- ▶ Analytics

OUTSIDE TERMINAL

HPDX - Hutchison Ports Data Exchange
A centralised order processing gateway for Hutchison Ports

Documentation Digitalisation
AI driven data transformation (paper → electronic info)

Ubi Mobile App
Connecting logistics community

- ▶ Efficiently handles and transforms operational data from paper to electronic formats

INSIDE TERMINAL

Auto Stacking Crane/Auto Rubber Tyred Gantry Crane
Fully automated yard crane

Remote Control Operations
Multiple equipment operations by an operator

Gate Automation
Electronic gate operations

Autonomous Truck
Fully automated truck

Auto Straddle Carrier
Fully automated straddle carrier

- ▶ Optimises equipment usage through automation and digitalisation, managing various automated equipment
- ▶ Execution processes are streamlined with advanced planning and scheduling capabilities

ACROSS DIFFERENT REGION

Regional Operating Centre
Shared Services Centre supporting multiple BUs' Operations

- ▶ Enhance operational efficiency and reducing costs by centralising and standardising various functions across different regions and terminals

VERONICA

Veronica is not a replacement but an evolution — designed to run in parallel with nGen during the transition. This hybrid approach allows terminals to adopt new features incrementally, reducing risk and ensuring continuity.

Veronica introduces advanced capabilities such as time-based planning, real-time equipment scheduling, and data-driven monitoring and control. These features enable terminals to operate with greater precision, reduce energy consumption, and minimise reliance on manual processes. By leveraging data-driven decision-making and time-based planning, Veronica optimises container movements, reduces unproductive equipment travel, and enhances overall terminal throughput.

PRODUCT FEATURE LINE UP

ORDER PROCESSING

HPDX
A centralised data exchange gateway for the shipping community

DOCUMENT DIGITALISATION
AI engine to transform email information into digital data

PLANNING

ABRAM
A new robust berth planning system to support dynamic environment

AMBROSE
Time-based activity stowage planning

CONTROL & MONITORING

OLIVIA
A new generation of operations control with automated proactive management

ROSA
Scalable workflow management for shared services operations

JOB SCHEDULING & DISPATCHING

ASAP
Algorithmic Job Scheduling for auto/ manual rubber tyred gantry crane and rail mounted gantry crane

ATLAS
Score-based yard grounding engine with learning capability

5.2 SUSTAINABLE BUSINESS

BENEFITS IN ADOPTING VERONICA

veronica

Support for Shared Services and Lean Operation
Supports the establishment of Shared Services Centres, allowing multiple terminals to centralise planning and control functions, reduces the duplication of resources

Boosting Agility and Automation
Streamlines operational process by automating and digitalising the end-to-end process, from order processing, planning, scheduling, execution, to monitoring & control

Enhanced Operational Efficiency
Introduces advanced capabilities such as time based planning, real-time equipment scheduling, and data-driven monitoring and control

Substantial and Economic Impact
Substantial energy savings through optimised equipment deployment

WE SAID "VERONICA IS A TRANSFORMATION!"

Forward Thinking
More planning and less firefighting

Let Number Tell the Story
KPI driven decision instead of experience basis

Work Together
Collaboration rather than working in silos

THE PROGRESS

In 2024, a significant milestone was achieved when Veronica transitioned into the implementation phase. The new TOS was introduced in two pivotal BUs, one in Mexico and the other in Karachi, Pakistan. These strategic sites gained early access to the new TOS to gather invaluable user feedback. This input will be instrumental in fine-tuning the system's features, paving the way for a seamless general release to all BUs.

Early Access
Improved features to support end-to-end operations

Generally Available
Mature product with all rounded features to elevate operations efficiency

Implementation
Solid foundation with new planning approach introduce to all BUs

2024

Open to **selective BUs** for acquiring comments

Mexico   **Karachi**

2025

Available to **ROC/NOC BUs**

2026

Available to **all BUs** using VaaS Platform

The early access phase streamlines order processing, berth and ship planning, and execution monitoring with comprehensive workflow management. Enhanced functionalities improve planning quality and operational efficiency. Additionally, an advanced algorithmic decision engine optimises container grounding and job scheduling, reducing resource needs and energy consumption without compromising effectiveness.

5.2 SUSTAINABLE BUSINESS

SHARED SERVICES CENTRES

The establishment of Shared Services Centres enables multiple terminals to centralise planning functions. This approach reduces the duplication of resources and allows terminals to operate with leaner staffing models. The system's modular design permits incremental activation of features, ensuring flexibility and minimising operational risk during rollout.

Remote Operations Center (ROC):
▶ Centralises operations to provide shared services for BUs.
▶ Aims for efficiency and cost savings through tools like Document Digitalisation and ROSA.
▶ Supports local BUs by enhancing communication and task visibility.

National Operations Center (NOC):
▶ Acts as a central planning hub for daily operations.
▶ Focuses 80 per cent on planning activities (stowage, documentation, yard management, berth planning) and 20 per cent on terminal operations (frontline tasks, control tower execution).
▶ Ensures quick responses to immediate terminal-level needs.

Veronica aims to enhance the NOC by reducing setup and operating costs through advanced automation and digital strategies. Its scalable architecture and standardised operational process ensures the NOC can support future operations and business expansions, promoting sustained growth and efficiency.

The deployment of Veronica suite represents a significant milestone in modernising port operations. By leveraging advanced technology, Veronica transforms traditional logistics and supply chain management into an integrated process. The system manages details from order placement to final delivery through advanced algorithms and real-time data analytics, reducing human error and optimising resource allocation.

Hutchison Ports plans to establish more Shared Services Centres across the Group in coming years, which will significantly enhance collaboration and efficiency between terminals. This expansion will enable Hutchison Ports to deliver greater value to its customers by streamlining operations and fostering better communication among key locations. The shared services network will include strategic hubs such as Karachi, Mexico, and various other terminals, ensuring comprehensive support and optimised performance throughout the organisation.

Karachi ROC

Mexico Veronica Support Centre

FUTURE PLAN

Veronica's future is not about preserving the current state, it is about driving continuous improvement and fostering innovation. With its scalable architecture, Veronica is designed to adapt to the ever-changing needs of our operations. Its intelligent planning capabilities will ensure that we stay ahead of industry standards. We are thrilled to embark on this journey, confident that Veronica will lead us towards a smarter and more efficient future.

2030
Completely modernised TOS

2026
SEA, Europe, and Australia

2025
LAC and MEA divisions

The roadmap emphasises a phased approach, starting with selective BUs to gather feedback and refine the platform before a broader rollout. This strategy ensures that the platform is robust and capable of meeting the diverse needs of different terminals. The ultimate goal is to enhance operational efficiency, reduce unproductive equipment travel, and optimise container movements through intelligent planning and real-time decision-making capabilities.

5.2 SUSTAINABLE BUSINESS

5.2.3 INNOVATIVE PORTS

As global trade evolves and environmental challenges intensify, Hutchison Ports is embracing a bold transformation to become a sustainable, smart, resilient and reliable supply chain partner. Our goal is to develop a pioneering port ecosystem that seamlessly integrates advanced technology with a commitment to environmental care, economic strength, and the well-being of our communities. Hutchison Ports is making consistent progress towards the visionary goals, focusing on three key areas: Our Environment, Our People, and Our Business.

Our goal
is to develop a pioneering port ecosystem

Greening Our Operations
Sustainability is at the core of our terminals' design. We are expanding the use of renewable energy and advancing shore power solutions to minimise vessel emissions at berth. Our dedication to green corridors accelerates the transition to low- and zero-emission shipping, supporting global decarbonisation efforts. These initiatives enhance local air quality and mitigate noise pollution, fostering a healthier and more livable environment for surrounding communities.
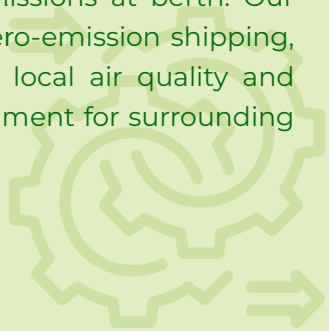
Strengthening Community Bonds with Green Efforts
Our Go Green & Dock School programme drive sustainable innovation by promoting environmental conservation initiatives and collaborating with schools to educate future port professionals through specialised training and community workshops. The recent Go Green initiative now includes the Our Oceans Project in collaboration with WWF, featuring ocean-related activities and climate change education for staff, students, and community members. Together, these initiatives ensure we lead in sustainability, innovation, and community engagement.

Resilience in the Face of Climate Change
To safeguard against climate risks, Hutchison Ports is implementing adaptive infrastructure such as elevated platforms, permeable pavements and automated flood gates, these are designed to mitigate climate- related risks and maintain operational continuity in respond to climate change. By incorporating renewable energy into the operations, Hutchison Ports is reducing reliance on fossil fuel and lowering GHG emissions to support the transition to a low-carbon future.

Smart Infrastructure for Seamless Operations
Our innovation strategy centers on smart infrastructure. Automated cranes, ATs, and IoT-enabled equipment are transforming cargo handling, cutting equipment turnaround times, and boosting safety. Hutchison Ports optimises port operations in real time, ensuring both efficiency and precision. These advancements not only enhance operational performance but also reduce traffic congestion and lower emissions, resulting in cleaner air and quieter neighbourhoods for nearby communities.

Building a Future-Ready Workforce
Our port hosts training focused on automation, cyber security, and sustainable logistics. We partner with local universities and vocational institutions to offer apprenticeships. To ensure safe working environment, AI-based hazard detection systems are employed to proactively identify risks, fostering a secure and efficient working environment. Regular reviews and updates on GMSS standards further strengthen the safety measures, minimising risks to the lowest possible level and safeguarding our people.

Digitalisation Driving Transparency and Efficiency
Hutchison Ports is enhancing transparency and efficiency through digitalisation. The cloud-based platform connects all terminals with automated information processes and improves data quality. Additionally, the Veronica TOS modernisation programme leverages automation and technology to boost operational performance and sustainability. These initiatives reflect Hutchison Ports' commitment to operational excellence and innovation.

06
OUR FUTURE

OUR FUTURE

OUR ENVIRONMENT

Achieving Emissions Reduction and Preparing for Future Regulatory Compliance

We have set near-term and net-zero targets in line with the SBTi. We will closely monitor the emissions reduction progress against our decarbonisation roadmap, ensuring regular communication, and providing support to BUs for the implementation of their decarbonisation strategies. To achieve our reduction targets, we shall continuously reduce our reliance on fossil fuels by transitioning to electrification and exploring alternative green energy sources. We will continue to explore the feasibility of equipment electrification within our BUs and assess the availability of renewable energy sources, including REPPAs, EACs and onsite renewable energy generation.

Reducing emissions is not solely dependent on terminal operations, it is also crucial to engage suppliers in reducing the emissions as scope 3 contributes a certain portion to our overall emissions. To raise suppliers' awareness and develop collaborative strategies, supplier engagement workshops will be held in 2025.

Additionally, we are preparing for the upcoming regulations related to CSRD reporting. We will continue to identify the scope and conduct necessary assessments in accordance with ESRS disclosure requirements. We will provide support and guidance to the relevant BUs to ensure compliance and smooth implementation of these regulations.

OUR PEOPLE

Further Improving Terminal Safety

Safety is our top priority. We will continue encouraging more BUs to install YSS to enhance terminal safety. This initiative aims to provide comprehensive monitoring and security across all operational areas. Further analysis will be conducted to ensure the accuracy and effectiveness of detection systems, enhancing overall safety and operational efficiency. Meanwhile, an assessment will evaluate the radiation safety of X-ray scanners, identify associated risks to the terminal, and develop appropriate mitigation measures.

With the growing number of electric equipment and trucks being introduced to the terminals, comprehensive safety guidelines will be developed for the maintenance and charging of electric container handling equipment. The guidelines will include emergency, maintenance procedures and other training information, etc.

People Development

We have been working towards a fluid leadership and talent ecosystem, enabling the agility and future-readiness for people development. Our global talent network will foster cross-business unit collaboration, connecting high-potential individuals to share leadership insights and hands-on skills in dynamic, digital-enabled learning environments. We empower every employee to take career ownership through personalised development journeys, coaching and mentorship. By upskilling our workforce, we proactively address the rapidly evolving business landscape and ensure adaptability to digital transformation. Strategic succession planning aligns our structure with business growth, cultivating leaders at all levels who are equipped to navigate complexity and drive collective outcomes.

Wellness, Engagement, and Inclusion

Riding on the momentum, we will continue to revolutionise wellness, engagement, and inclusion, embedding these principles into our core corporate values and every facet of operations. Our global strategy, paired with location-specific approaches, tailors initiatives to diverse employee needs and cultural contexts, fostering a profound sense of belonging and holistic impact. BEWELL will advance with a focus on Global BEWELL campaigns, mental health support, and inclusive wellness communities, driving engagement and workplace morale. By prioritising work-life balance and community involvement, we cultivate a resilient and supportive culture that empowers every employee to thrive and cultivate a unified, forward-thinking global ports family.

Promoting Circular Economy

The Go Green & Dock School initiatives will continue and maintain our commitment to environmental sustainability and community education. We will extend our scope to promote Circular Economy, focusing on strategies for sharing, reusing, refurbishing, and recycling materials. As part of a pilot campaign in Hong Kong, we will collect plastic waste from terminals to create "R" products. These will reward our communities with coral cookie tags for the WWF-HK Marine Life Centre, stationery for staff and clients, and an art installation to raise awareness about reducing plastic waste.

OUR BUSINESS

Innovative Technologies for Efficient Operations

Our future operations prioritise the adoption of innovative technologies to boost efficiency and sustainability. This includes not only the deployment of autonomous fleets but also the enhancement of our operational processes and systems.

It is anticipated that more ATs will be introduced to BUs to facilitate terminal operations and enhance efficiency and ensuring a safe working environment. AT optimisation will be carried out in Egypt, the United Kingdom, and China, follow by testing and commissioning to ensure seamless integration of the technologies into terminal operations.

Besides transforming manual trucks to ATs, we will focus on enhancing the efficiency of our project delivery by optimising the AT cycle time and maximising the AT volume. By doing so, we aim to ensure better allocation and utilisation of resources, ultimately leading to more effective and streamlined operations.

OUR COMMITMENT

We aim to go beyond compliance and to improve our business with a forward-looking strategy and goals that will help us remain successful, sustainable and resilient for the long-term.

We are committed to advancing our sustainability journey and communicating our progress and achievements with our stakeholders. For more information, please visit https://hutchisonports.com/en/Sustainability/Overview.html.

APPENDIX

NAME OF BUs MENTIONED IN THE REPORT

- Hutchison Ports Abu Qir (Egypt)
- Hutchison Ports Ajman (United Arab Emirates)
- Hutchison Ports Alexandria (Egypt)
- Hutchison Ports Amsterdam (The Netherlands)
- Hutchison Ports BEST (Spain)
- Hutchison Ports Brisbane (Australia)
- Hutchison Ports Busan (South Korea)
- Hutchison Ports Delta II (The Netherlands)
- Hutchison Ports ECT Rotterdam (The Netherlands)
- Hutchison Ports ECV (Mexico)
- Hutchison Ports EIT (Mexico)
- Hutchison Ports FCP (Bahamas)
- Hutchison Ports FHC (Bahamas)
- Hutchison Ports Gdynia (Poland)
- Hutchison Ports Gwangyang (South Korea)
- Hutchison Ports Head Office
- Hutchison Ports HIT (Hong Kong, China)
- Hutchison Ports ICAVE (Mexico)
- Hutchison Ports Indonesia
- Hutchison Ports Jazan (Saudi Arabia)
- Jakarta International Container Terminal

- Hutchison Ports KICT (Pakistan)
- Hutchison Ports LCMT (Mexico)
- Hutchison Ports LCT (Mexico)
- Hutchison Ports MITT (Myanmar)
- Hutchison Ports PPC (Panama)
- Hutchison Ports Pakistan
- Hutchison Ports RAK (United Arab Emirates)
- Hutchison Ports SITV (Vietnam)
- Hutchison Ports Sohar (Oman)
- Hutchison Ports Stockholm (Sweden)
- Hutchison Ports Sydney (Australia)
- Hutchison Ports TILH (Mexico)
- Hutchison Ports TIMSA (Mexico)
- Hutchison Ports TNG (Mexico)
- Hutchison Ports Thailand
- Hutchison Ports UAQ (United Arab Emirates)
- Hutchison Ports United Kingdom
- Hutchison Ports YANTIAN (China)
- COSCO-HIT Terminals (Hong Kong, China)
- Koja Container Terminal

MEMBERSHIP LIST

- Global Shipping Business Network
- ICHCA International
- Port Equipment Manufacturing Association
- Terminal Industry Committee 4.0 Association

- United for Wildlife Transport Taskforce
- World Wide Fund for Nature - Hong Kong

ENVIRONMENTAL DATA

Emissions	Unit	2022	2023	2024
Scope 1[1][2][4]	tonnes CO_2e	283,937	252,147	260,153
Scope 2 - location based[1][3][4]	tonnes CO_2e	211,773	181,423	188,873
Scope 2 - market based[1][3][4]	tonnes CO_2e	174,252	132,449	135,589
Total scope 1 & 2[1][3][4]	tonnes CO_2e	458,189	384,596	395,742
Carbon intensity[5]	kg CO_2e/TEU	12.70	11.35	10.62
Scope 3[4]	tonnes CO_2e	472,710	553,071	557,533
Energy	**Unit**	**2022**	**2023**	**2024**
Total energy consumption[6]	**GJ**	**6,477,017**	**5,693,343**	**6,083,286**
Diesel	L	104,437,610	92,740,664	95,576,743
Gasoline	L	486,425	535,945	575,825
LPG	L	882,593	751,798	781,784
Natural gas	L	844,515,595	844,310,727	933,182,838
Electricity[7]	kWh	610,395,185	525,779,810	599,979,635
Heating	kWh	957,571	927,269	995,405
Solar energy	kWh	746,660	2,061,943	4,873,819
Energy intensity[8]	GJ/TEU	0.18	0.17	0.16
Waste	**Unit**	**2022**	**2023**	**2024**
Total hazardous waste produced	**tonnes**	**3,174**	**2,921**	**2,713**
Hazardous waste - reuse	tonnes	-	-	-
Hazardous waste - recycling	tonnes	104	104	111
Hazardous waste - other recovery (including energy recovery)	tonnes	-	-	-
Hazardous waste - landfilling	tonnes	-	-	-
Hazardous waste - other waste management methods	tonnes	3,070	2,816	2,603
Hazardous waste - incineration (with energy recovery)	tonnes	-	-	-
Hazardous waste - incineration (without energy recovery)	tonnes	-	-	-

ENVIRONMENTAL DATA (CONT'D.)

Waste (cont'd.)	Unit	2022	2023	2024
Total non-hazardous waste produced	**tonnes**	**27,147**	**29,647**	**20,165**
Non-hazardous waste - reuse	tonnes	-	-	1
Non-hazardous waste - recycling	tonnes	6,926	6,797	8,908
Non-hazardous waste - other recovery (including energy recovery)	tonnes	949	976	1,214
Non-hazardous waste - incineration (with energy recovery)	tonnes	-	-	-
Non-hazardous waste - incineration (without energy recovery)	tonnes	216	219	216
Non-hazardous waste - landfilling	tonnes	19,056	21,655	9,826
Non-hazardous waste - other waste management methods	tonnes	-	-	-
Water	**Unit**	**2022**	**2023**	**2024**
Total water withdrawal from all area	**ML**	**724.7**	**669.8**	**628.1**
Surface water	ML	0.04	0.04	0.04
Ground water	ML	7.4	2.2	2.9
Sea water	ML	-	-	-
Produced water	ML	-	-	-
Water from other sources withdrawal	ML	1.3	0.4	0.2
Third-party water	ML	716.0	667.1	624.9
Total water withdrawal with water stress[9]	**ML**	**New Disclosure**	**203.8**	**203.8**
Surface water	ML	New Disclosure	-	0.05
Ground water	ML	New Disclosure	2.2	2.9
Sea water	ML	New Disclosure	-	-
Produced water	ML	New Disclosure	-	-
Water from other sources withdrawal	ML	New Disclosure	0.4	0.2
Third-party water	ML	New Disclosure	201.3	200.6

Water (cont'd.)	Unit	2022	2023	2024
Total water discharge	**ML**	**-**	**-**	**-**
Surface water	ML	-	-	-
Ground water	ML	-	-	-
Sea water	ML	-	-	-
Third-party water	ML	-	-	-
Air Emissions[10]	**Unit**	**2022**	**2023**	**2024**
NOx emissions	tonnes	1,186.78	1,035.40	1,033.50
SOx emissions	tonnes	4.14	3.48	3.46
Particulate matter emissions	tonnes	110.15	95.96	94.50

Notes:

1 *The following standards and sources of emission factors were adopted.*

   a) The emission factors applied for the calculation of scope 1 are adopted from the U.S. Environmental Protection Agency and Department for Environment, Food, and Rural Affairs (UK).

   b) The emission factors applied for the calculation of scope 2 GHG Emissions are adopted from the International Energy Agency.

   c) The scope 1 emissions conversion factor was sourced from the UK Government's Greenhouse Gas Conversion Factors for Corporate Reporting.

   d) Global Warming Potential (GWP) is referenced from the Intergovernmental Panel on Climate Change (IPCC) Synthesis Report (AR5) (2014).

   e) The calculation approach of scope 1 and 2 are based on the operational control as outlined in the GHG Protocol Corporate Standard.

2 *The sources of fugitive emissions within Hutchison Ports' operations primarily include refrigerant leakages from air conditioners in corporate office spaces and refrigerated containers. The emissions of ozone-depleting substance was not included as it was estimated to be less than 1% of the total emissions.*

3 *The scope 2 calculation has excluded the GHG trades.*

4 *The scope 1, 2 and 3 emissions calculation only account for BUs with full year operation.*

5 *Carbon intensity is calculated as total GHG emissions divided by total throughput of Hutchison Ports' subsidiaries.*

6 *Energy consumption is controlled by Hutchison Ports including fuels such as diesel, gasoline, LPG, natural gas and electricity used on-site.*

7 *Electricity only includes electricity purchased from external parties and does not include self-generated electricity.*

8 *Energy intensity is calculated as total energy consumption divided by total throughput of Hutchison Ports' subsidiaries.*

9 *Areas experiencing water stress are identified using the WRI Aqueduct Water Risk Atlas tool. These regions are characterised by a high (40-80%) or extremely high (>80%) annual ratio of water withdrawals to the renewable water resources available.*

10 *The emission factors applied for the calculation of air emissions are adopted from National Atmospheric Emissions Inventory.*

APPENDIX

SAFETY DATA

Period	2022	2023	2024
Work-related injuries (GRI 403-9)			
For all employees (GRI 403-9a)			
The number of fatalities as a result of work-related injury	1.00	0.00	0.00
The rate of fatalities as a result of work-related injury[1]	New Disclosure	0.00	0.00
The number of recordable work-related injuries	New Disclosure	398.00	313.00
The rate of recordable work-related injuries[2]	New Disclosure	9.94	7.56
The number of working hours	New Disclosure	40,025,693	41,428,990
Number of lost days due to work injury	6,052	5,669	5,049
For contractors (GRI 403-9b)			
The number of fatalities as a result of work-related injury	0.00	4.00	2.00
The rate of fatalities as a result of work-related injury[1]	New Disclosure	0.29	0.13
The number of recordable work-related injuries	New Disclosure	59.00	95.00
The rate of recordable work-related injuries[2]	New Disclosure	4.28	6.25
The number of working hours	New Disclosure	13,800,094	15,193,212

Notes:

1 *Equation for rate of fatalites as a result of work-related injury*

$$\text{Rate of fatalities as a result of work-related injury} = \frac{\text{Number of fatalities as a result of work-related injury}}{\text{Number of hours worked}} \times [200{,}000 \text{ or } 1{,}000{,}000]$$

2 *Equation for rate of recordable work-related injuries*

$$\text{Rate of recordable work-related injury} = \frac{\text{Number of recordable work-related injury}}{\text{Number of hours worked}} \times [200{,}000 \text{ or } 1{,}000{,}000]$$

WORKFORCE DATA

Period	2022	2023	2024
1.1 Employees			
Total number of employees	**19,735**	**18,823**	**19,196**
A) By employment mode			
i) Total number of full-time employees	**16,204**	**15,232**	**15,140**
By gender			
- Male	14,527	13,627	13,486
- Female	1,677	1,605	1,654
By employee category			
- Manager grade or above	595	533	531
- General staff	15,609	14,699	14,609
By age group			
- Below 30	1,897	1,836	1,748
- 30 - 49	10,095	9,277	9,108
- 50 or above	4,212	4,119	4,284
By geographical location			
- Hong Kong	256	251	258
- Mainland China	23	23	24
- Europe	5,421	5,550	5,452
- Asia, Australia and others	10,504	9,408	9,406
ii) Total number of part-time employees	**3,531**	**3,591**	**4,056**
By gender			
- Male	2,990	3,280	3,696
- Female	297	311	360
By employee category			
- Manager grade or above	19	21	13
- General staff	3,268	3,570	4,043
By geographical location			
- Hong Kong	2	2	1
- Mainland China	4	3	4
- Europe	309	319	313
- Asia, Australia and others	2,972	3,267	3,738

APPENDIX

WORKFORCE DATA (CONT'D.)

Period	2022	2023	2024
1.1 Employees (cont'd.)			
B) By employment type			
i) Total number of permanent employees	**16,484**	**15,371**	**15,343**
By gender			
- Male	14,746	13,712	13,665
- Female	1,738	1,659	1,678
By geographical location			
- Hong Kong	256	251	257
- Mainland China	23	23	24
- Europe	5,665	5,663	5,622
- Asia, Australia and others	10,540	9,434	9,440
ii) Total number of temporary employees	**3,054**	**3,253**	**3,636**
By gender			
- Male	2,844	3,036	3,348
- Female	210	217	288
By geographical location			
- Hong Kong	0	0	0
- Mainland China	4	3	4
- Europe	230	190	95
- Asia, Australia and others	2,820	3,060	3,537
iii) Total number of contract employees	**51**	**19**	**51**
By gender			
- Male	33	10	35
- Female	18	9	16
By geographical location			
- Hong Kong	0	0	2
- Mainland China	0	0	0
- Europe	51	16	48
- Asia, Australia and others	0	3	1

Period	2022	2023	2024
1.1 Employees (cont'd.)			
B) By employment type (cont'd.)			
iv) Total number of non-guaranteed hours employees [1]	**146**	**180**	**166**
By gender			
- Male	119	149	134
- Female	27	31	32
By geographical location			
- Hong Kong	2	2	0
- Mainland China	0	0	0
- Europe	0	0	0
- Asia, Australia and others	144	178	166
1.2 Workers who are not employees			
Number of external contractor workers	7,163	6,481	7,188
1.3 New employee hires			
By gender			
- Male	1,525	1,286	998
- Female	350	295	177
By age group			
- Below 30	684	694	510
- 30 - 49	927	711	563
- 50 or above	264	176	102
By geographical location			
- Hong Kong	57	49	36
- Mainland China	1	1	2
- Europe	508	308	359
- Asia, Australia and others	1,309	1,223	778

APPENDIX

WORKFORCE DATA (CONT'D.)

Period	2022	2023	2024	Percentage 2022	2023	2024
1.4 Employee turnover rate						
Turnover rate (%)[2]	-	-	-	6.4%	8.9%	5.8%
Total employee turnover number[3]	1,226	1,711	1,105	-	-	-
By gender						
- Male	1,056	1,537	961	5.6%	8.0%	5.1%
- Female	170	174	144	0.9%	0.9%	0.8%
By age group						
- Below 30	249	226	206	1.3%	1.2%	1.1%
- 30 - 49	628	989	524	3.3%	5.1%	2.8%
- 50 or above	349	496	375	1.8%	2.6%	2.0%
By geographical location						
- Hong Kong	74	56	30	0.4%	0.3%	0.2%
- Mainland China	5	2	0	0.0%	0.0%	0.0%
- Europe	316	364	436	1.7%	1.9%	2.3%
- Asia, Australia and others	831	1,289	639	4.4%	6.7%	3.4%
By employee category						
- Manager grade or above	64	92	76	0.3%	0.5%	0.4%
- General staff	1,162	1,619	1,029	6.1%	8.4%	5.4%

Notes:
1. *Non-guaranteed hours employees are employed by the organisation without a guarantee of a minimum or fixed number of working hours.*
2. *Turnover rate is calculated based on the employee departure during the year, divided by the average number of the total employees in 2023 and 2024 as at 31 December of each year.*
3. *Employee turnover refers to employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service.*

TRAINING DATA

Period	2022	2023	2024	Percentage 2022	2023	2024
2.1 The average training hours completed per employee [1]						
Average Training Hours						
- Per employee	17.4	17.4	14.7	-	-	-
By gender						
- Male	17.9	17.3	14.8	-	-	-
- Female	15.3	17.6	16.2	-	-	-
By employee category						
- Manager grade or above	12.9	16.1	12.8	-	-	-
- General staff	17.8	17.4	15.0	-	-	-
2.2 The percentage of full-time employees trained by gender and employee category						
Total number of trained full-time employees	10,899	10,824	11,329	67.3%	71.1%	74.8%
By gender						
- Male	9,562	9,626	10,000	87.7%	88.9%	88.3%
- Female	1,337	1,198	1,329	12.3%	11.1%	11.7%
By employee category						
- Manager grade or above	365	323	482	3.3%	3.0%	4.3%
- General staff	10,534	10,501	10,847	96.7%	97.0%	95.7%
2.3 Communication and training about anti-corruption policies and procedures						
Total number and percentage of employees[1] received communication about anti-corruption policies and procedures						
By employee category						
- Manager grade or above	457	260	457	2.3%	1.4%	2.4%
- General staff	3,646	4,320	4,290	18.5%	23.0%	22.3%
By geographical location						
- Hong Kong	258	253	219	1.3%	1.3%	1.1%
- Mainland China	25	1	27	0.1%	0.0%	0.1%
- Europe	693	172	613	3.5%	0.9%	3.2%
- Asia, Australia and others	3,127	4,154	3,888	15.8%	22.1%	20.3%

TRAINING DATA (CONT'D.)

				Percentage		
Period	2022	2023	2024	2022	2023	2024
2.3 Communication and training about anti-corruption policies and procedures (cont'd.)						
Total number and percentage of employees[1] received training about anti-corruption policies and procedures						
By employee category						
- Manager grade or above	169	103	273	0.9%	0.5%	1.4%
- General staff	2,163	2,386	2,562	11.0%	12.7%	13.3%
By geographical location						
- Hong Kong	39	49	241	0.2%	0.3%	1.3%
- Mainland China	25	0	27	0.1%	0.0%	0.1%
- Europe	308	162	385	1.6%	0.9%	2.0%
- Asia, Australia and others	1,960	2,278	2,182	9.9%	12.1%	11.4%
By total number of employee						
- Full-time	1,550	1,706	2,452	8.9%	10.1%	15.1%
- Part-time	782	783	383	-	-	-
Number of training hours on anti-corruption by employment mode						
- Full-time	1,933	1,735	2,726	-	-	-
- Part-time	847	816	396	-	-	-

Note:

❶ *It refers to all employees include permanent employees, temporary employees, non-guaranteed hours employees.*

PARENTAL LEAVE DATA

Period	2022	2023	2024
3.1 Total number of employees that were entitled to parental leave			
By gender			
- Male	12,677	13,338	13,679
- Female	1,735	1,764	2,247
3.2 Total number of employees that took parental leave			
By gender			
- Male	456	455	409
- Female	59	50	69
3.3 Total number of employees that returned to work in the reporting period after parental leave ended			
By age group			
- Male	449	451	405
- Female	53	43	54
3.4 Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work			
By age group			
- Male	403	424	342
- Female	49	44	37
3.5 Return to work of employees that took parental leave[1]			
By age group			
- Male	99%	99%	99%
- Female	98%	100%	93%
3.6 Retention rates of employees that took parental leave[2]			
By age group			
- Male	92%	99%	88%
- Female	89%	96%	90%

APPENDIX

GRI INDEX

General Disclosures		
GRI 2: General Dislosures 2021		
The organisation and its reporting practices		
2-1	Organisational details	1.1 Hutchison Ports 1.1.2 Our Responsibilities
2-2	Entities included in the organisation's sustainability reporting	Appendix - Name of BUs mentioned in the report
2-3	Reporting period, frequency and contact point	1.1 Hutchison Ports 1.1.1 Our Report
2-4	Restatements of information	Please refer to Appendix - Environmental data
2-5	External assurance	Hutchison Ports has not sought external assurance for this sustainability report. However, the company plans to pursue external assurance in subsequent reports.
Activities and workers		
2-6	Activities, value chain and other business relationships	Appendix - Social data
2-7	Employees	Appendix - Social data The number of employees remains consistent throughout the year and no significant fluctuations.
2-8	Workers who are not employees	Appendix - Social data
Governance		
2-9	Governance structure and composition	2 Our ESG Approach 2.1.2 Governance
2-10	Nomination and selection of the highest governance body	2.1 ESG Strategy 2.1.2 Governance
2-11	Chair of the highest governance body	2.1 ESG Strategy 2.1.2 Governance
2-12	Role of the highest governance body in overseeing the management of impacts	2.1 ESG Strategy 2.1.2 Governance
2-13	Delegation of responsibility for managing impacts	2.1 ESG Strategy 2.1.2 Governance
2-14	Role of the highest governance body in sustainability reporting	2.1 ESG Strategy 2.1.2 Governance
2-16	Communication of critical concerns	2.1 ESG Strategy 2.1.2 Governance
2-18	Evaluation of the performance of the highest governance body	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
2-19	Remuneration policies	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.

General Disclosures (cont'd.)		
GRI 2: General Dislosures 2021 (cont'd.)		
Governance (cont'd.)		
2-20	Process to determine remuneration	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
2-21	Annual total compensation ratio	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Foreword
2-23	Policy commitments	5.1 Governance 5.1.1 Integrated Oversight
2-24	Embedding policy commitments	5.1 Governance 5.1.1 Integrated Oversight
2-26	Mechanisms for seeking advice and raising concerns	5.1 Governance 5.1.1 Integrated Oversight
2-27	Compliance with laws and regulations	5.1 Governance 5.1.1 Integrated Oversight
2-28	Membership associations	Appendix- Membership list
Stakeholder engagement		
2-29	Approach to stakeholder engagement	5.1 Governance 5.1.2 Value Chain Management
2-30	Collective bargaining agreements	Information is not available.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2.2 Materiality 2.2.1 Assessment
3-2	List of material topics	2.1.3 UNSDGs Mapping 2.2 Materiality 2.2.1 Assessment

Specific Disclosures		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	2.1.3 UNSDGs Mapping 2.2 Materiality 2.2.1 Assessment
201-1	Direct economic value generated and distributed	Refer to p.18 to 23 of CKHH's annual report
201-2	Financial implications and other risks and opportunities due to climate change	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.
201-4	Financial assistance received from government	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.

APPENDIX

Specific Disclosures (cont'd.)

GRI 205: Anti-corruption 2016

3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
205-1	Operations assessed for risks related to corruption	5.1 / 5.1.1	Governance / Integrated Oversight
205-2	Communication and training about anti-corruption policies and procedures	Appendix - Social data	
205-3	Confirmed incidents of corruption and actions taken	There were no reported cases of fraud or bribery in 2024.	

GRI 302: Energy 2016

3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
302-1	Energy consumption within the organisation	Appendix - Environmental data	
302-2	Energy consumption outside of the organisation	Appendix - Environmental data	
302-3	Energy intensity	Appendix - Environmental data	
302-4	Reduction of energy consumption	Appendix - Environmental data / Section 3.1.2 Strategic Pathways to Decarbonisation	
302-5	Reductions in energy requirements of products and services	Appendix - Environmental data	

GRI 303: Water and Effluents 2018*

3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
303-1	Interactions with water as a shared resource	3.2 / 3.2.2	Environmental Stewardship / Resource Management
303-2	Management of water discharge-related impacts	3.2 / 3.2.2	Environmental Stewardship / Resource Management
303-3	Water withdrawal	Appendix - Environmental data	
303-4	Water discharge	Total water discharge is not available due to data collection constraints.	
303-5	Water consumption	Appendix - Environmental data	

GRI 304: Biodiversity 2016*

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	3.2 / 3.2.1	Environmental Stewardship / Ecosystem Management
304-2	Significant impacts of activities, products and services on biodiversity	3.2 / 3.2.1	Environmental Stewardship / Ecosystem Management
304-3	Habitats protected or restored	3.2 / 3.2.1	Environmental Stewardship / Ecosystem Management
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	3.2 / 3.2.1	Environmental Stewardship / Ecosystem Management

Specific Disclosures (cont'd.)

GRI 305: Emissions 2016

3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
305-1	Direct (scope 1) GHG Emissions	Appendix - Environmental data	
305-2	Energy indirect (scope 2) GHG emissions	Appendix - Environmental data	
305-3	Other Indirect (scope 3) GHG Emissions	3.1 / 3.1.3	Climate Action / GHG Emissions Profile
305-4	GHG emissions intensity	Appendix - Environmental data	
305-5	Reduction of GHG Emissions	Appendix - Environmental data / 3.1 / 3.1.2	Climate Action / Strategic Pathways to decarbonisation
305-6	Emissions of ozone-depleting substances (ODS)	Appendix - Environmental data	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Appendix - Environmental data	

GRI 306: Waste 2020

3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
306-1	Waste generation and significant waste related impacts	3.2 / 3.2.2	Environmental Stewardship / Resource Management
306-2	Management of significant waste-related impacts	3.2 / 3.2.2	Environmental Stewardship / Resource Management
306-3	Waste generated	Appendix - Environmental data	
306-4	Waste diverted from disposal	Appendix - Environmental data	
306-5	Waste directed to disposal	Appendix - Environmental data	

GRI 401: Employment 2016

3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
401-1	New employee hires and employee turnover	Appendix - Social data	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	4.1 / 4.1.2	Colleagues / Human Capital
401-3	Parental leave	4.1 / 4.1.2	Colleagues / Human Capital

APPENDIX

Left column

Specific Disclosures (cont'd.)			
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
403-1	Occupational health and safety management system	4.1 / 4.1.1	Colleagues Safety & Security
403-2	Hazard identification, risk assessment, and incident investigation	4.1 / 4.1.1	Colleagues Safety & Security
403-3	Occupational health services	4.1 / 4.1.1	Colleagues Safety & Security
403-4	Worker participation, consultation, and communication on occupational health and safety	4.1 / 4.1.1	Colleagues Safety & Security
403-5	Worker training on occupational health and safety	4.1 / 4.1.1	Colleagues Safety & Security
403-6	Promotion of worker health	4.1 / 4.1.1	Colleagues Safety & Security
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1 / 4.1.1	Colleagues Safety & Security
403-8	Workers covered by an occupational health and safety management system	4.1 / 4.1.1	Colleagues Safety & Security
403-9	Work-related injuries	Appendix - Social data	
403-10	Work-related ill health	Appendix - Social data	
GRI 404: Training and Education 2016			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
404-1	Average hours of training per year per employee	Appendix - Social data	
404-2	Programmes for upgrading employee skills and transition assistance programmes	4.1 / 4.1.2	Colleagues Human Capital
GRI 405: Diversity and Equal Opportunity 2016*			
405-1	Diversity of governance bodies and employees	Due to confidentiality constraints, Hutchison Ports is unable to disclose this information.	
GRI 406: Non-Discrimination 2016			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
406-1	Incidents of discrimination and corrective actions taken	There were no reported cases of non-compliance with laws and regulations relating to workplace discrimination in 2024.	

Right column

Specific Disclosures (cont'd.)			
GRI 407: Freedom Of Association And Collective Bargaining 2016*			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Hutchison Ports did not identify any new or existing operations and suppliers with significant social risks in 2024.	
GRI 408: Child Labour 2016			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
408-1	Operations and suppliers at significant risk for incidents of child labour	Hutchison Ports did not identify any new or existing operations and suppliers with significant social risks in 2024.	
GRI 409: Forced or Compulsory Labour 2016			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Hutchison Ports did not identify any new or existing operations and suppliers with significant social risks in 2024.	
GRI 413: Local Communities 2016			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
413-1	Operations with local community engagement, impact assessments, and development programmes	4.2 / 4.2.2	Community Community Engagement
413-2	Operations with significant actual and potential negative impacts on local communities	4.2 / 4.2.2	Community Community Engagement
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
414-1	New suppliers that were screened using social criteria	5.1 / 5.1.2	Governance Value Chain Management
414-2	Negative social impacts in the supply chain and actions taken	5.1 / 5.1.2	Governance Value Chain Management
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	2.2 / 2.2.1	Materiality Assessment
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	5.1 / 5.1.3	Governance Cyber Security There was no reported cases of unauthorised data leakage or compromised IT infrastructure in 2024.

TOGETHER, WE CAN MAKE IT HAPPEN